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CANADA DEPARTMENT OF LABOUR
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
/// AND NEGOTIATIONS IN ONTARIO
JANUARY 1976



Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour

INTRODUCTION

Beginning with the January 1976 issue, the Ministry of Labour's monthly settlements report has been renamed and expanded to consist of four sections.

The first section contains summaries of collective bargaining settlements covering 200 or more Ontario employees concluded in January 1976 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to a fewer than 200 employees.

Two wage rates are generally reported in these settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. The note is included only when it is specifically stated in the settlement. That note is not extended to settlements that do not specifically refer to the Anti-Inflation Board, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings of the Anti-Inflation Board in December 1975 and in January 1976 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry, and it may be incomplete. The actions taken by the Board is indicated in terms of whether the Board approved or disapproved the settlement.

The third section lists the negotiations underway in January 1976. Letter codes have been used to indicate the stage of the negotiation, and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in February 1976.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

February 27, 1976

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MINING

Denison Mines Ltd. at Elliot Lake - Local 5762, United Steelworkers of America (AFL-CIO/CLC): A 33-month renewal agreement effective from January 1, 1976 to October 1, 1978, covering 800 employees, settled at the mediation stage. Duration of negotiations - 5 months.

The terms of the agreement will be implemented to the extent the overall increase does not exceed the Anti-Inflation Board guidelines. Representation will be made to the Board for full implementation.

Wages:	Effective	Jan. 1/76	Jan. 1/77	Oct. 1/77
Economic Allowance Fold-in		34¢		
General Increases		8% plus 29¢	25¢	20¢
General Labourer		\$5.67 (\$4.64)*	\$5.92	\$6.12
Electrician "A"		\$7.42 (\$6.26)	\$7.67	\$7.87

*Previous wage rates, shown in brackets, reflect a number of unscheduled interim increases made during the former agreement and subsequently incorporated into the wage structure.

Additional Adjustments: Higher skilled production employees working in the mills and underground received various wage adjustments.

Underground Work Allowance: 20¢ per hour for maintenance tradesmen (new).

Cost-of-Living Allowance (new): Adjustments will be made on the basis of a 1¢ change for each 0.35 point change in the Consumer Price Index (1961 equals 100) with the first payment, if any, made February 1977 following a comparison of the January 1977 CPI with the CPI for July 1976. Thereafter, quarterly adjustments, upwards or downwards, will be made as warranted for the remainder of the contract.

Shift Premiums: 0 - 20¢ - 25¢ (0 - 12¢ - 18¢).

Sunday Premium: \$1 (75¢) per hour.

Paid Holidays: One floating holiday added for a total of 11 days. The date for the floating holiday may be determined on an individual basis.

Vacation Bonus: \$50 (\$30) per week of vacation effective January 1976; \$60 per week of vacation effective January 1977.

Health and
Welfare:

Life Insurance - \$13,000 for all employees (\$10,000 for married employees, \$8,000 for a single employee).

Group Non-Occupational A.D. & D. Plan (new) - \$5,000 maximum coverage. Employer pays 100% of the premiums.

Weekly Indemnity - Effective January 1976, benefits of \$145 (\$123) per week for up to 52 (32) weeks. Effective January 1977, \$150 per week. Benefits are payable from the first day of accident, hospitalization, or surgical interference, and from the fourth (eighth) day of non-occupational illness.

Long Term Disability Benefit - \$300 (\$200) per month.

OHIP - Blue Cross semi-private hospital accommodation included in coverage (new).

Dental Plan - Coverage based on 1975 (1971) Ontario Dental Association Schedule of Fees.

Blue Cross Extended Health Care - \$10 (\$25) deductible for coverage of drug purchases during any 12-month period.

Pension Plan:

Basic Benefit - \$10 per month per year of service. (Previously, \$4.75 per month per year of service between January 1, 1969 and December 31, 1972 and \$5.25 for service between January 1, 1973 and December 31, 1975.) Employees with prior continuous service with Can-Met Explorations will be entitled to \$5 per month per year of such service.

Special Early Service Retirement (new) - At age 55 and with 20 or more years of continuous service a member may retire at his option and receive:

(1) monthly pension based on his pensionable service earned to date with the accrued normal rate of benefit reduced by 5/12 of 1% for each month that the member is under age 65 at date of retirement.

(2) A special early service retirement monthly supplement payable to age 65 at the rate of \$10 per month per year of continuous service based on the current seniority list, provided the total service covered in (1) and (2) does not exceed 30 years.

Early Service Retirement - At age 55 and 10 years or more of service, pension based on pensionable service earned to date with the accrued normal rate of benefit reduced at the rate of 1/2 of 1% for each month that the member is under age 65 at date of retirement.

Jury Duty:

Employer makes up difference between jury pay and regular wages for all time served as a juror (previously, to maximum of 3 days per year).

Bereavement
Leave:

3 days of paid leave without requirement to attend funeral. (Previously, required to attend funeral for eligibility.)

Rio Algom Ltd. at Elliot Lake - Local 5417, United Steelworkers of America (AFL-CIO/CLC): A 33-month renewal agreement effective from January 16, 1976 to October 15, 1978, covering 765 employees, settled at the mediation stage. Duration of negotiations - 4 months.

The terms of the agreement will be implemented to the extent the overall increase does not exceed the Anti-Inflation Board guidelines. Representation will be made to the Board for full implementation.

Wages:	Effective	<u>Jan. 16/76</u>	<u>Jan. 16/77</u>	<u>Oct. 15/77</u>
Economic Allowance Fold-in		34¢		
General Increases		8% plus 29¢	25¢	20¢
Surface Labourer		\$5.64 (\$4.61)*	\$5.89	\$6.09
Journeyman Electrician		\$7.44 (\$6.28)*	\$7.69	\$7.89

*Previous wage rates, shown in brackets, reflect a number of unscheduled interim increases made during the former agreement and subsequently incorporated into the wage structure.

Cost-of-Living Allowance (new): Adjustments will be made on the basis of a 1¢ change for each 0.35 point change in the Consumer Price Index (1961 equals 100) with the first payment, if any, made February 1977 following a comparison of the January 1977 CPI with the CPI for July 1976. Thereafter, quarterly adjustments upwards or downwards will be made as warranted for the remainder of the contract.

Shift Premiums: 0 - 20¢ - 25¢ (0 - 12¢ - 18¢).

Sunday Premium: \$1 (75¢) per hour.

Paid Holidays: One floating holiday added for a total of 11 days.

Vacation Bonus: \$50 (\$30) per week of vacation effective January 1976; \$60 per week of vacation effective January 1977.

Health and Welfare: Life Insurance - \$13,000 for all employees (\$10,000 for married employees, \$8,000 for single employees).

Group Non-Occupational A.D. & D. Plan (new) - \$5,000 maximum coverage. Employer pays 100% of the premiums.

Weekly Indemnity - Effective January 1, 1976, benefits of \$145 (\$123) per week for up to 52 (32) weeks. Effective January 1, 1977, \$150 per week. Benefits are payable from the first day of accident, hospitalization or surgical interference and from the fourth (eighth) day of non-occupational sickness.

Long Term Disability Benefits - \$300 (\$200) per month.

OHIP - Semi-private hospital accommodation included in coverage (new).

Dental Plan - Coverage based on 1975 (1973) Ontario Dental Association Schedule of Fees.

Pension Plan: Basic Benefit - \$10 per month per year of service.
(Previously, based on earnings and did not recognize service prior to 1969.)

Early Retirement Option - At age 55 and 20 years of service, earned benefits to start at age 65 but actuarially reduced by 5% per year for each year that the retiree is under 65 at time of retirement, plus a bridge benefit payable to age 65 at \$10 per month per year of service (new).

At age 55 and 10 years of service, earned benefits to start at age 65 but actuarially reduced by 6% per year for each year that the retiree is under 65 at the time of retirement (new).

Insurance Coverage - Major medical and OHIP, premiums will be paid by the employer for future retirees (new). The employer will also provide \$3,000 paid up life insurance coverage for future retirees (new).

Jury Duty: Employer makes up difference between jury pay and regular wages for all time served as a juror (previously to maximum of 3 days per year).

FOOD AND BEVERAGE

Lancia-Bravo, Division of General Mills Canada Ltd. at Toronto - Local P530, Amalgamated Meat Cutters and Butcher Workers' Union (AFL-CIO/CLC): A 12-month first agreement effective from January 18, 1976 to January 17, 1977, covering 250 employees, settled at the mediation stage.

Wages: Lump sum payment of \$100 for all employees on payroll on date of ratification.

Effective	<u>Dec. 1/75</u>
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General Increases	12%*
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Light Packer	\$3.58 (\$3.20)
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Licensed Mechanic	\$6.10 (\$5.45)
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*Note: Increases are subject to approval by the Anti-Inflation Review Board. 10% is payable immediately.

Shift Premiums: 0 - 13¢ - 17¢ (0 - 10¢ - 15¢).

Overtime Pay: Time and one-half after 8 hours per day and for all work on Saturday (previously time and one-half after 44 hours per week). Double time (previously time and one-half) for all work on Sunday and paid holidays.

Paid Holidays: Remembrance Day is added for a total of 10 (9).

Paid Vacations: 3 weeks after 8 (10) years and 4 weeks after 17 (20) years.

Welfare: Life Insurance - \$5,000 (\$2,000).

Weekly Indemnity Plan - Benefits of 66 2/3% of weekly earnings up to a maximum of \$125 per week (same), payable on a 1-1-8-20 (1-1-8-15) basis.

TOBACCO PRODUCTS

Rothmans of Pall Mall Canada Ltd. at Toronto - Local 319, Tobacco Workers' International Union (AFL-CIO/CLC): A 24-month renewal agreement effective from Dec. 21, 1975 to Dec. 20, 1977, covering 530 employees, settled at the bargaining stage.

Details of the agreement are currently not available.

TEXTILE

Glendale Spinning Mills Limited at Hamilton - Local 1070, Textile Workers Union of America (AFL-CIO/CLC): A 12-month renewal agreement effective from December 1, 1975 to November 30, 1976, covering 294 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec.1/75</u>
	General Increases	15%
	Light Labour	\$2.79 (\$2.43)
	Electrician	\$5.07 (\$4.41)

Vacation Pay: 9% (8%) after 20 years, 10% after 25 years (new).

Welfare: Life Insurance - \$3,000 (\$1,750 for male employees, \$1,000 for female employees).

Galtex Co. Limited at Cambridge - Textile Workers' Union of America

(AFL-CIO/CLC): A 23-month renewal agreement effective from January 29, 1976 to December 3, 1977, covering 500 employees, settled after a work stoppage with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	Oct. 10/75	Dec. 5/76
	Increases	11.6% plus 10¢	8% (dayworkers) 5% (for employees scheduled to work weekends)
	Skilled Trades Adjustment (Welder only)	10¢	
	Machine Cleaner (dayworker)	\$3.21 (\$2.79)*	\$3.47
	False Twist Operator (schedule includes weekends)	\$3.58 (\$3.12)*	\$3.76
	Electrician (dayworker)	\$6.08 (\$5.36)*	\$6.57

*Previous rates, shown in brackets, reflect a non-scheduled wage adjustment of 18¢ per hour effective May 12, 1974.

Note: Pending approval by the Anti-Inflation Board of the negotiated increase, an 11.6% increase only has been implemented.

Lump Sum Payment: A one-time settlement payment equal to 10% of the hourly rate increase was applied to all hours worked between October 10, 1975 and December 5, 1975.

Shift Premiums: Effective January 29, 1976, 0 - 12¢ - 21¢ (0 - 12¢ - 18¢); effective December 5, 1976, 0 - 14¢ - 21¢.

Sunday Premium: Effective January 29, 1976, \$1 (50¢) per hour for regularly scheduled Sunday hours worked; effective December 5, 1976, \$1.50.

Saturday Premium (new): Effective December 5, 1976, 25¢ per hour for regularly scheduled Saturday hours worked.

Safety Shoes: \$12.50 (\$10) for the first pair and \$5 (no change) for a second pair in any 12-month period.

Harding Carpets Limited at Collingwood - Local 1857, Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1976 to December 31, 1977, covering 424 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 1/76	Jan. 1/77
General Increases		55¢*	38¢
Additional Adjustments		44¢ for tradesmen; 11¢ for Groups 11 and 12; some reclassifications	
Labour Group 1 (General Labour)		\$3.80 (\$3.25)	\$4.18
Labour Group 14 (includes Electrician)		\$5.54 (\$4.55)	\$5.92

*Note: Increases are subject to approval by the Anti-Inflation Review Board.

Paid Vacations: 3 weeks after 8 (9) years.

Welfare: Life Insurance - \$4,000 for all employees (previously \$3,000 for the Head of Family and \$2,500 for other employees).

Weekly Indemnity Plan - Benefits increase to \$70 (\$60), \$75 (\$65) and \$80 (\$70) per week, depending on earnings, payable, as previously, on a 1-4-26 basis.

PRINTING AND PUBLISHING

Toronto Star Limited (Mailing Room) - Local 1, Printing and Graphic Union (AFL-CIO/CLC): A 24-month first agreement effective from April 17, 1975 to April 16, 1977, covering 285 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 17/75</u>	<u>Apr. 17/76</u>
	Increases	\$33 per week on maximum rates for salaried employees; 40¢-50¢ per hour for Manual/Machine Inserter	\$21.76 per week on maximum rates for salaried employees; 23¢-28¢ per hour for Manual/Machine Inserter
	Manual or Machine Inserter	\$2.90-\$3.50 (\$2.50-\$3.00)	\$3.13-\$3.78
	Journeyman Mailer	\$163.20-\$272.00 (\$143.40-\$239.00)	\$176.25-\$293.76

Probationary period is 3 months. Rates for Manual Machine Inserter are determined by the number of papers inserted per hour. 8,000 insertions per hour is required to reach maximum rate. Rates for Journeyman Mailer depend on number of shifts worked. 876 shifts worked is required to reach maximum rate.

Paid Holidays: A floating holiday for employee's birthday is added for a total of 9 (8).

METAL FABRICATING

Anchor Cap and Closure Corporation of Canada Limited at Toronto - Local 512, Electrical Workers (UE) (CLC): A 12-month renewal agreement effective from November 15, 1975 to November 14, 1976 covering 200 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 15/75</u>
	General Increases	65¢*
	COLA Fold-in	33¢
	Additional Adjustments	10¢ for skilled trades
	Group 1 (Bench Packer)	\$4.80 (\$3.82)
	Electrician	\$7.13 (\$6.05)

* Note: Increases are subject to approval by the Anti-Inflation Review Board.

Cost of Living Allowance: 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100) to be adjusted quarterly (same formula), up to a maximum of 10¢.

Shift Premiums: 0 - 20¢ - 23¢ (0 - 18¢ - 21¢).

Paid Vacations: 4 weeks after 15(17) years, 5 weeks after 20(23) years and 6 weeks after 30 years (new).

Welfare: Weekly Indemnity Plan - Benefits increase to \$105 (\$90) per week payable, as previously, on a 1 - 4 - 26 basis.

Richards-Wilcox of Canada Limited at London - Local 756, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1977, covering 264 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Jan. 1/77</u>
	General Increases	50¢	6%
	Cost-of-Living Fold-In	52¢	
	Additional Adjustments	3¢-16¢ for some skills and classification upgrading	
	Wage Group 1 (includes General Labour)	\$5.08-\$5.24 (\$4.06-\$4.22)	\$5.39-\$5.55
	Wage Group 8 (includes Welder/Assembler)	\$5.62-\$5.78 (\$4.52-\$4.68)	\$5.97-\$6.13
	Wage Group 12 (includes Tool & Die Maker)	\$6.23-\$6.39 (\$5.05-\$5.21)	\$6.61-\$6.77

Probationary period is 60 days worked. Maximum rates reached after one 8¢ increase after 65 days worked and one 8¢ increase after 130 days worked. (Previously, four 4¢ increases after every 65 days worked.)

Cost-of-Living Allowance: Effective Feb. 1, 1977, 3¢ per hour per 1.0 change in the Consumer Price Index, 1971=100, to be adjusted monthly to level allowed under AIB guidelines, including any adjustment which may be permitted relating to 1976. (Previously 2¢ per hour per 1.0 change in the Consumer Price Index, 1961=100.)

Shift Premium: 0¢ - 18¢ - 24¢ (0¢ - 14¢ - 20¢).

Paid Holidays: Effective Jan. 1, 1977, 3rd Monday in February, or Heritage Day, if declared a statutory holiday, for a total of 12 (11).

Paid Vacations: 3 weeks after 5 (6) years, 4 weeks after 15 (16) years and 5 weeks after 25 (26) years.

Welfare: Life Insurance & A.D. & D. - \$9,000 (\$7,000). Effective Jan. 1, 1977, \$10,000.

Weekly Indemnity Plan - Benefits increase to \$135 (\$95) per week, payable, as previously, on a 1-8-52 basis. Effective Jan. 1, 1977, benefits increase to \$145 per week.

Dental Plan - Effective Jan. 1, 1977, employer pays 100% of the premiums for a new basic dental plan - Delta Comprehensive.

Pension Plan: \$4 (\$3) per month per year of service.

Supplementary benefit of \$250 per month to age 65.

Employees may retire at age 63 (65) with no reduction in benefits.

Safety Shoe Allowance: Employer pays \$12 (\$8) towards the cost of 2 pair of safety shoes per year.

TRANSPORTATION EQUIPMENT

Kralinator Filters, Division of Sheller Globe of Canada Limited at Cambridge - Local 4605, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 7, 1975 to November 6, 1977, covering 250 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired November 6, 1975).

Wages:	Effective	<u>Nov.7/75</u>	<u>Nov.7/76</u>
	General Increases	14% with* minimum in- creases of 40¢	8%
	Additional Adjustments	10¢ for non- incentive em- ployees	10¢ for non- incentive em- ployees
	General Assembler A	\$3.25 (\$2.85)	\$3.51
	Electrician	\$5.59 (\$4.83)	\$6.13

* Note: Increases are subject to approval by the Anti-Inflation Review Board. 12% is payable immediately.

Cost of Living Allowance: New cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1971=100), to be adjusted quarterly with first payment in March 1977.

Shift Premiums: 0-20¢ - 25¢ (0-12¢-15¢), Effective November 1976,
0-25¢ - 25¢.

Paid Holidays: Full (half) day before Christmas Day and full (half) day before New Years Day for a total of 12(11).

Paid Vacations: Effective June 1976, 3 weeks after 6(7) years. Effective June 1977, 4 weeks after 16(17) years.

Welfare: Weekly Indemnity Plan - Benefits of 66-2/3% of 40 hours times base rate or UIC maximum, whichever is greater, payable on a 1-1-8-52 Basis (previously \$70 for male employees and \$55 for female employees, payable on a 1-1-8-26 basis).

Drug Plan - Effective November 1976, employer pays 100% of premiums for a new drug plan with 35¢ deductible.

ELECTRICAL PRODUCTS

Canadian General Electric Company Ltd. at Toronto, Peterborough, Burlington, Caledonia, Guelph, Barrie and Trenton - Locals 507, 508, 509, 515, 516, 519, 524, 526, 533, 534, 537, 539, 541, and 545, United Electrical, Radio and Machine Workers of America (CLC):
A 12-month renewal agreement effective from December 24, 1975 to December 23, 1976, covering 6,970 employees, settled at the mediation stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Dec. 24/75</u>
	Increase	54¢ - 75¢
	COLA Fold-in	20¢
	Labourer	\$5.28 (\$4.54)
	Tool and Die Maker Grade 1	\$7.17 (\$6.22)

Parity Adjustments: The wage schedules at the Barrie and Trenton Locals have traditionally been below those of the other locals. With this agreement, the Barrie local received a parity adjustment of 7¢ bringing it to full parity and the Trenton local received a partial parity adjustment of 4¢ to 10¢ depending on classification.

Cost-of-Living Allowance: Discontinued.

Shift Premiums: 0 - 23¢ - 25¢ (0 - 18¢ - 20¢).

Paid Vacation: 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 15 years, 5 weeks after 25 years (all unchanged) and 6 weeks (new) after 30 years.

Health and Welfare: Major Medical/Drug Plan - Deductibles reduced to \$10 (\$25) for a single employee and \$20 (\$50) for a married employee.

Weekly Indemnity - Benefits of 66 2/3 of weekly earnings to maximum of \$133 (\$113) per week. To qualify for benefits a second time for the same illness, the employee must have been back at work for a minimum of 30 (90) days.

Pension Plan: Optional Early Retirement - No actuarial reduction for retirement at age 62 without regard to length of service (previously, 32 years of service stipulated).

Supplemental Benefit - For employees with 25 years of service, \$135 (\$120) maximum per month. For employees with 30 years of service \$150 maximum per month (new).

Federal Pioneer Limited at Toronto - Local 521, Electrical Workers (I.U.E.)
(AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1975 to October 31, 1977, covering 365 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov.1/75</u>	<u>Nov.1/76</u>
	General Increases	8%	7%
	Additional Adjustments	Inequity adjustments for some classifications	
	Cost-of-Living Fold-in	41¢ cost-of-living allowance is folded into wage rates	
	Labour Grade 1 (Assembler Machine Operator)	\$4.10-\$4.27 (\$3.39-\$3.54)	\$4.39-\$4.57
	Labour Grade 16 (Plant Electrician)	\$6.28-\$6.43 (\$4.96-\$5.11)	\$6.72-\$6.88
	Probationary period is 55 days worked. Maximum rates reached after three 3-month increases.		

Cost-of-Living Allowance: 1¢ per hour for 0.7 change in the Consumer Price Index (1961=100), to be adjusted quarterly (same formula).

Shift Premiums: 0 - 18¢ - 18¢ (0 - 14¢ - 15¢).

Paid Vacations: 3 weeks after 5(7) years, 4 weeks after 15(17) years and 5 weeks (new) after 25 years.

Welfare: Life Insurance and A.D. & D. - \$6,000 (\$5,000).

Weekly Indemnity Plan - Employer pays 50% of the premiums for a new weekly indemnity plan, which provides benefits of 66-2/3% of weekly earnings up to a maximum of \$133 per week, payable on a 1-4-26 basis.

Safety Shoe Allowance: Employer pays 50% of the cost of safety boots up to a maximum of \$12 per year, for employees who work in designated areas (new).

NON METALLIC MINERAL PRODUCTS

Dominion Glass Company Ltd. at Bramalea - Local 260, United Glass and Ceramic Workers of North America (AFL-CIO/CLC): A 24-month renewal agreement effective from December 31, 1975 to December 30, 1977, covering 500 employees, settled at the mediation stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 31/75</u>	<u>Dec. 31/76</u>
	General Increases	80¢	65¢
	Labourer Grade 1	\$5.02 (\$4.24)	\$5.69
	Machinist	\$6.15 (\$5.35)	\$6.80

Note: The above schedule has been ratified. However, it will not be implemented until approved by the Anti-Inflation Board.

Shift 0 - 13¢ - 19¢ (0 - 12¢ - 18¢).

Premiums:

Overtime: Time and one-half for first 2 (4) hours, double time thereafter.

Meal \$1.75 (\$1.50).

Allowance:

Prescription Employer pays 75% of the cost to a maximum of \$50 (\$40).
Safety Glasses:

Safety Shoes: Employer pays a subsidy of \$15 (\$7.50) per purchase of safety shoes. Coverage applies to one to four pairs per year depending on department.

COMMUNICATION

Bell Canada, Québec and Ontario - Canadian Telephone Employees' Association (Ind.) (clerical and associated employees): A 12-month renewal agreement effective from December 1, 1975 to November 30, 1976, covering 12,730 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages: Effective Dec. 1/75

Weekly Rates

Zone A - Toronto,
Windsor and Montreal

Lakehead Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ontario Teachers' Federation): An 8-month renewal agreement effective from January 1, 1976 to August 31, 1976, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages: Effective Jan. 1/76

Increases:

Degree Categories A1-A4..... 12%

Pre-degree Categories

D.....	\$975 per annum
C.....	\$1,000 " "
B.....	\$1,025 " "
3A.....	\$1,050 " "

Annual Rates

Teacher Category A1	\$11,255-\$18,305
0-10 years	(\$10,050-\$16,350)

Teacher Category A4	\$13,380-\$23,610
0-11 years	(\$11,950-\$21,080)

Principal	\$23,600-\$25,600
0-4 years	(\$21,000-\$23,000)

In addition to above rates, qualified principals receive an allowance of \$150 per supervised teacher.

Cost-of-Living Allowance: Commencing February 1, 1976 and terminating June 30, 1976, a monthly payment equal to the rate of increase in the Consumer Price Index for Thunder Bay from the base month of December 1975 to the end of the previous calendar month times the teacher's monthly salary. Monthly salary is defined as one-twelfth of the teacher's annual salary and allowances.

Health and Welfare: Dental Plan - Employer pays 100% (33 1/3%) of cost of preventative dental plan.

Service Gratuities: Payable on retirement and calculated according to a formula based on accumulated sick leave credits to maximum of 200 days, with full benefit payable after 25 (30) years' service.

Any teacher who becomes sick or disabled in the last 5 years of employment prior to retirement will have his accumulated sick leave reinstated by the addition of the credits used, up to a maximum of 120 days on any one occasion (new).

Lakehead Board of Education - Ontario Secondary School Teachers' Federation
(Ontario Teachers' Federation): An 8-month renewal agreement effective from January 1, 1976 to August 31, 1976, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/76
	General Increase	12%
	<u>Annual Rates</u>	
	Teacher Category 1 0-10 years	\$11,255-\$18,305 (\$10,050-\$16,350)
	Teacher Category 4 0-11 years	\$13,380-\$23,610 (\$11,950-\$21,080)
	Principal	\$29,500-\$33,500 (\$26,400-\$30,000)
Allowances:	Supervisor	\$3,290 (\$2,700)
	Assistant Supervisor	\$2,290 (\$2,000)
Cost-of-Living Allowance:	Identical to provision in the Lakehead Elementary School Agreement, reported on page 17.	
Health and Welfare:	<u>Dental Plan (new)</u> - The employer pays 50% of the premium cost for a preventative dental plan.	
	<u>Long Term Disability</u> - The employer pays 75% (50%) of the premiums.	
Service Gratuity:	Identical to provision in the Lakehead Elementary School Agreement, reported on page 17.	

Lincoln County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation
(Ontario Teachers' Federation): An 8-month renewal agreement effective from January 1, 1976 to August 31, 1976, covering 1,025 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Clerk, Grade 2-5	\$125.00-\$168.25 (\$107.00-\$154.50)
Layout Artist	\$142.00-\$207.50 (\$130.50-\$190.50)

Hours of Work: Basic weekly hours reduced to 36 (36.56).

Bell Canada, Québec and Ontario - Canadian Telephone Employees' Association
(Ind.) (communications sales employees): A 12-month renewal agreement effective from December 1, 1975 to November 30, 1976, covering 515 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Dec. 1/75</u>
	<u>Monthly Rates</u>	
	Zone B - Kingston	
	Business Exchange Telephone Sales Representative	\$573-\$882 (\$522-\$803)
	Zone 1 - Hamilton, Montreal, Toronto and Windsor	
	Sales Representative	\$961-\$1,537 (\$875-\$1,400)

EDUCATION AND RELATED SERVICES

Essex County Board of Education - Ontario Secondary School Teachers'
Federation (Ontario Teachers' Federation): An 8-month renewal agreement effective from January 1, 1976 to August 31, 1976, covering 525 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/76</u>
	<u>Annual Rates</u>	
	Teacher Category 1 0-10 years	\$12,475-\$19,275 (\$10,800-\$17,100)*
	Teacher Category 4 0-10 (12) years	\$14,425-\$24,275 (\$12,750-\$21,000)*

Principal

\$30,000-\$33,275
(\$27,000-\$30,000)*

*The previous rates, shown in brackets, reflect an unscheduled interim increase made September 1975.

Note: While the above new rates have been ratified, they are subject to review by the Anti-Inflation Board. Pending that review, the wage grid is being increased by only 10% over the rates in effect at the termination of the former contract, with the maximum allowable increase to any one teacher set at \$2,400.

Frontenac County Board of Education - Local 1480, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 240 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General	45¢ - 75¢
	Increases	
	Cafeteria	\$3.93
	Assistant	(\$3.48)
	Craftsman I	\$6.77
		(\$6.02)

Cost-of-Living Allowance: New cost-of-living provision of \$5.00 per 0.1 change in the Consumer Price Index for Ottawa (1961 = 100) after an increase of 5.0 points above the November 1975 Index, to be paid semi-annually.

Shift Premiums: 0 - 15¢ - 15¢ (0 - 14¢ - 14¢).

Paid Vacations: 20 days after 10 years plus one additional day for each year of service after 19 years up to a maximum of 25 days after 22 years (previously 20 days after 10 years and 25 days after 22 years).

Bereavement Leave: Grandchildren included in up to 3 days paid leave.

Mileage Allowance: 17.5¢ (15¢) per mile. In addition, 5¢ (4¢) per mile when carrying employer's materials.

School Allowance: 7% of regular pay for Caretaker and Assistant Caretaker working in school for trainable mentally retarded (new).

Wages:	Effective	Jan. 1/76
	<u>Annual Rates</u>	
	Level 1	\$9,080-\$12,966
	0-6 years	(\$8,299-\$11,851)
	Level 4	\$11,476-\$19,228
	0-10 years	(\$10,506-\$17,504)
	Level 7	\$13,805-\$24,264
	0-11 (13) years	(\$12,965-\$22,306)

Cost-of-Living Allowance: The formula provides for a non-compounded 1% adjustment for each 1% that the Consumer Price Index rises by more than 8% above the base period selected as December 1975 in which the CPI stood at 144.3 points. Calculations will be made monthly and any allowance so generated will be folded into the wage schedule during the next contract to the extent allowed by the Anti-Inflation Board.

(The former COLA provided for a non-compounded adjustment of 1% for each 1% that the CPI rose above the base period of December 1974. Adjustments were calculated and folded into the wage structure quarterly.)

Note: The annual wage rates, shown above, for the previous agreement, include the COLA fold-ins for that agreement.

Allowances: Principals

Group A (1 to 4 teaching areas) Basic salary plus 9% of maximum of Level 7 plus 3 annual increments of \$548 (\$500).

Group B (5 to 15 teaching areas) Basic salary plus 20% of maximum of Level 7 plus 3 annual increments of \$548 (\$500).

Group C (16 or more teaching areas) Basic salary plus 28% of maximum of Level 7 plus 3 annual increments of \$548 (\$500).

Consultants

Maximum of Level 7 plus an allowance of 19% of the maximum of Level 7 with 3 annual increments of \$548 (\$500).

Health and Welfare:

Dental Plan - Coverage to be based on Ontario Dental Association 1975 (1974) schedule of fees.

Lincoln County Board of Education - Ontario Secondary School Teachers'

Federation (Ontario Teachers' Federation): An 8-month renewal agreement effective from January 1, 1976 to August 31, 1976, covering 770 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/76</u>
	<u>Annual Rates</u>	
	Level 1	\$11,476-\$19,228
	0-10 years	(\$10,506-\$17,504)
	Level 4	\$13,805-\$24,264
	0-11 (13) years	(\$12,965-\$22,306)
Cost-of-Living Allowance:	Identical to the provision in the Lincoln County Elementary School agreement reported above.	
Allowances:	<u>Principal</u> - basic salary to be maximum of Level 4 plus an allowance of 30% of the maximum of Level 4 with annual increments of \$821 (\$750).	
	<u>Consultant</u> - maximum of Level 4 plus an allowance of 19% of the maximum of Level 4 with 3 annual increments of \$548 (\$500).	
Health and Welfare:	<u>Dental Plan</u> - coverage to be based on Ontario Dental Association 1975 (1974) schedule of fees.	

London Board of Education - Ontario Secondary School Men Teachers' Federation

(Ontario Teachers' Federation): A 20-month renewal agreement effective from January 1, 1976 to August 31, 1977, covering 1,090 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Sept. 1/76</u>	<u>Jan. 1/77</u>
	<u>Annual Rates</u>			
	Teacher	\$10,540-\$18,290	\$10,860-\$18,690	\$11,180-\$19,000
	Category 1	(\$9,575-\$16,475)		
	0-10 years			
	Teacher	\$12,900-\$23,260	\$13,310-\$23,760	\$13,580-\$25,000
	Category 4	(\$11,725-\$20,950)		
	0-11 (12) years			
	Sept. 1/76			
	0-10 years			

	<u>Jan. 1/76</u>	<u>Jan. 1/77</u>
Principal	\$31,645-\$34,045 (\$28,700-\$30,950)	\$33,400-\$35,800
Coordinator	\$27,990-\$29,590 (\$25,400-\$26,900)	\$30,100-\$31,700
Cost-of-Living Allowance:	<p>An upward adjustment will be made to the January 1, 1977 wage grid to the extent the Consumer Price Index for November 1976 exceeds that for November 1975 by 8%. Maximum allowable adjustment is set at 4%.</p> <p>(The previous agreement provided for a possible 10% adjustment based on the CPI change from November 1974 to November 1975 to be effective January 1, 1976. This adjustment was not explicitly enacted but was reportedly used in the overall consideration of arriving at the new wage grid for 1976.)</p>	
Consultants Allowance:	<p>Effective January 1, 1976, \$2,500-\$3,000 (unchanged); effective January 1, 1977, \$2,700-\$3,200.</p>	
Health and Welfare:	<p><u>Life Insurance</u> - effective February 1976, coverage equal to twice annual salary to maximum of \$60,000 (previously, coverage was tied to salary level and ranged to \$25,000).</p> <p><u>General</u> - effective January 1977, the employer pays 85% (75%) of the premiums for all fringe benefit programmes including OHIP, Dental, Life Insurance, A.D. & D., Long Term Disability and Weekly Indemnity.</p>	

North York Borough Board of Education (Maintenance Department) at Willowdale - Local 3219, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1976 to December 31, 1977, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	<u>Jan. 1/76</u>	<u>Jan. 1/77</u>
Effective		
General Increases	12%*	8%
Builders' Labourer	\$6.65 (\$5.94)	\$7.18
Electrician	\$9.65 (\$8.62)	\$10.42

* Note: The increase shown above is subject to approval by the Anti-Inflation Review Board.

Peel Board of Education - Ontario Secondary School Teachers' Federation
(Ontario Teachers' Federation): A 12-month renewal agreement effective from September 1, 1975 to August 31, 1976, covering 1,650 employees, settled at the mediation stage. Duration of negotiations - 13 months.

Wages:	Effective	<u>Sept. 1/75</u>	<u>Jan. 1/76</u>
	<u>Annual Rates</u>		
	Teacher Category 1 0-10 (11) years	\$9,548-\$17,143 (\$7,800-\$15,000)	\$11,258-\$18,723
	Teacher Category 4 0-12 (14) years	\$12,586-\$21,700 (\$9,650-\$19,200)	\$14,578-\$23,700
	January 1, 1976 0-11 years		
	Principal 0-4 years	\$27,776-\$30,814 (\$24,600-\$27,700)	\$31,166-\$33,654
	January 1, 1976 0-3 years		
Lump Sum Payment:	A one-time "lump sum" payment of \$400 will be made to all full-time teachers in the employ of the Board as of January 5, 1976. Teachers employed on contract for less than a full day will receive a sum proportionate to the time employed, i.e., teachers on a half day contract will receive a lump sum payment of \$200.		
	Note: The wage grid effective January 1, 1976 and the lump sum payment will not be implemented until approved by the Anti-Inflation Board.		
Allowances:	Consultant - \$2,600 (\$2,200)		
	Major Department Head - \$2,500 (\$2,300)		
	Minor Department Head - \$1,800 (\$1,300)		
Severance Pay:	A teacher with a permanent contract who becomes supernumerary and who elects to terminate his or her contract will receive 35% (30%) of basic salary for the school year involved.		
Sick Leave:	20 days per year cumulative to a maximum of 260 (240) days.		
Health and Welfare:	<u>OHIP</u> - Effective January 1, 1976, employer pays 75% (66 2/3%) of the premium.		

Extended Health Care Plan - Effective January 1, 1976, employer pays 50% of the premium (previously employee paid total premium).

Dental Plan (new) - Effective January 1, 1976, covering 100% of basic dental services, 80% of Class 2 services, and 50% of Class 3 services (orthodontic). The employer pays 50% of the premium.

In the event that there is insufficient participation to activate the dental plan, effective January 1, 1976 the Board will assume 100% of premium cost for OHIP, 100% of premium cost for Extended Health Benefits and 50% of cost of Long Term Disability Insurance.

York University at Toronto - Local 1356, Canadian Union of Public Employees

(CLC): A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 220 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General	10%
	Increases	
	Cleaner I	\$4.40
	(days)	(\$4.00)
	Trades III	\$8.25
	(includes	(\$7.50)
	Electrician)	

SERVICES TO BUSINESS MANAGEMENT

Tele-Direct Ltd., Québec and Ontario - Canadian Telephone Employees (Ind.)

(clerical and associated employees): A 12-month renewal agreement effective from December 1, 1975 to November 30, 1976, covering 540 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Dec. 1/75</u>
	<u>Weekly Rates</u>	
	Zone A - Toronto and Montreal	
	Clerk, Grade 2-5	\$125.00-\$168.25 (\$107.00-\$154.50)
	Layout Artist	\$142.00-\$207.50 (\$130.50-\$190.50)

Hours of Work: Basic weekly hours reduced to 36 (36.56).

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (formerly, Civil Service Association of Ontario) (CLC) (classified civil servants): A 12-month agreement effective from January 28, 1976 to January 27, 1977, covering 52,000 employees, settled at the arbitration stage. Duration of negotiations - 29 months. The agreement covers working conditions only.

Shift	16¢ (12¢) per hour for all hours worked between 5.00 p.m.
Premiums:	(6.00 p.m.) and 7.00 a.m. If more than half of the shift falls within this period, the premium will be paid for the whole shift.
Turn-around (new):	An employee required to start a new shift within 12 hours of the end of his previous shift will get time and one-half for those hours that fall within the 12-hour turn-around period.
Days off:	All employees will get 2 consecutive days off (previously, days off need not have been consecutive).
Isolation Pay (new):	For employees working in isolated locations, there will be a sliding scale of payments ranging from \$4 to \$48 per month.
Mileage Rates:	In southern Ontario, 19¢ (15¢) a mile for the first 5,000 miles a year, 14¢ (8¢) a mile for the next 10,000 miles, and 12¢ (7¢) a mile thereafter. In northern Ontario, all rates, previous and new, 1¢ per mile higher.
Travel Pay:	All travel time is to be paid for at the straight time rate, with a minimum credit of 4 hours on a day off or holiday (new).
Paid Leave for Union Activities:	For each set of negotiations, mediation and arbitration, 5 employees will be given leave with pay and up to 5 others can get leave without pay. (Previously, all leave was charged to the union after the first 2 meetings.)
Pay for Work on a Holiday:	Time and one-half plus option of a day's pay at the basic rate or a day off at a mutually agreed time. (Previously, no option.)
Technological Change:	2 months' notice by employer to union and affected employees if lay-offs are necessitated. 60 days' notice if an institution, building, operation or other facility is permanently shut down (new).
Meal Allowance:	\$2 (Previously, only employees not entitled to overtime rates of pay received an allowance of \$2 for a meal.)

ADDENDUM

This addendum consists of one settlement ratified in August 1975, one in September 1975 and three in December 1975.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited (Chalk River Nuclear Laboratories) - Local 404, Office Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from August 1, 1975 to July 31, 1977, covering 310 employees, settled at the bargaining stage and ratified in August 1975. Duration of negotiations-2months.

Wages:	Effective	<u>Aug. 1/75</u>	<u>Oct. 1/75</u>
	Increases	.14.5%	Some adjustments due to change in salary scale from an incremental System to a combined service and merit increase System based on \$100 steps.
	Range ACM-1 (Office Assistant)	\$5,910-\$7,245 (\$5,105-\$6,290)	\$5,945-\$7,245
	Range ACM-9	\$16,080-\$17,760 (\$14,545-\$15,685)	\$16,160-\$17,760
	Effective	<u>Aug. 1/76</u>	
	Increases	11.13%	
	Range ACM-1 (Office Assistant)	\$6,650-\$8,050	
	Range ACM-9	\$17,800-\$19,500	

Shift Premiums: 0 - \$1.55 - \$2.05 (0 - \$1.30 - \$1.75).

Sunday Premium: \$6.00 (\$5.20) per shift.

Paid Holidays: One day during the Christmas period is added for a total of 11 (10).

Paid 16 days after 11 (12) years, 17 days after 12 (13) years,
Vacations: 18 days after 13 (14) years, 19 days after 14 (15) years,
20 days after 15 (16) years, 21 days after 19 years (same),
22 days after 22 (23) years, 23 days after 25 (27) years,
24 days (new) after 28 years and 25 days (new) after
30 years.

Welfare: OHIP, Extended Health Care Plan and Semi-Private
Hospitalization Plan - Employer pays \$11.00 (\$9.25) per
month for single coverage and \$22.00 (\$20.00) per month
for family coverage.

MISCELLANEOUS MANUFACTURING

Atomic Energy of Canada Limited (Commercial Products) - Local 1541, Ottawa
Atomic Workers Union (CLC): A 24-month renewal agreement
effective from June 1, 1975 to May 31, 1977, covering 240
employees, settled after a strike and ratified in
September 1975. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 18/75	Mar. 1/76	Oct. 1/76
	Increases	92¢-\$1.11	22¢-33¢	25¢-37¢
	Group 6 (includes Labourer)	\$4.61 (\$3.68)	\$4.85	\$5.12
	Group 1 (includes Electrician A)	\$6.57 (\$5.46)	\$6.90	\$7.27

Shift Premiums: 0 - 20¢ - 25¢ (0 - 17¢ - 21¢).

Sunday Premium: 75¢ (65¢) per hour.

Paid Holidays: One additional day, date to be determined, is added for a
total of 11 (10).

Paid 11 days after 2 1/4 (3 1/4) years at the start of vacation
Vacations: year (April 1 each year), 12 days after 2 1/2 (3 1/2) years,
13 days after 2 3/4 (3 3/4) years, 15 days after 3 (4)
years, 16 days after 13 1/2 (14 1/4) years, 17 days after
14 (14 1/2) years, 18 days after 14 1/2 (14 3/4) years,
20 days after 15 years (same), 21 days after 22 years,
22 days after 24 years (same), 23 days (new) after 26 years,
24 days (new) after 28 years and 25 days (new) after 30
years.

Welfare: OHIP, Extended Health Care Plan and Semi-Private
Hospitalization - Employer pays \$11.00 (\$9.25) per month
for single coverage and \$22.00 (\$20.00) per month for
family coverage.

Pension Plan: Present plan will be terminated and employees covered by
the Public Service Superannuation Act.

PERSONAL SERVICES

Canteen of Canada Limited (Vending and Food) at Toronto, St. Catharines, Oakville, London, Brantford and Hamilton - Local 414, Retail, Wholesale and Department Store Union (AFL-CIO/CLC): Two 24-month renewal agreements, effective from November 9, 1975 to November 8, 1977, covering 283 employees, settled at the post-conciliation bargaining stage and ratified in December 1975. Duration of negotiations - 3 months.

<u>Wages:</u>	<u>Effective</u>	<u>Nov. 9/75</u>	<u>Nov. 9/76</u>
Increases		36¢ for Vending employees; 20¢ for Food employees	26¢ for Vending employees; 15¢ for Food employees
COLA Fold-in		80¢ for Vending employees; 78¢ for Food employees	
Commissary		\$4.57-\$4.67	\$4.72-\$4.82
General Help		(\$3.59-\$3.69)	
Service Personnel		\$6.49-\$6.86 (\$5.33-\$5.70)	\$6.75-\$7.12

Probationary period is 30 days. Maximum rates reached after 6 months.

Cost-of-Living Allowance: 1¢ per hour per 0.6 rise in the Consumer Price Index (1961=100) calculated on a quarterly basis. Base for Vending employees is November 1967, for Food employees, January 1968. (Same formula.)

Premium Pay: 35¢ (25¢) for Relief Servicemen.

Paid Vacations: 4 weeks after 12(13) years.

Jury Duty Leave: Employer makes up the difference between fee for witness duty (and as previously jury duty) and regular pay, except for union arbitration.

Welfare: Life Insurance and A.D. and D. - \$15,000 (\$10,000 for female employees, \$15,000 for male employees).

Weekly Indemnity Plan - Benefits increase to 85% (75%) of weekly earnings payable on a 1-8-36 basis. From 37th week to 104th week, 60% (50%) of average weekly earnings.

Dental Plan - Employer pays 100% of premiums for Blue Cross #7 Dental Plan with Rider 1 (Blue Cross #7) using 1975 (1973) schedule of fees.

Retirement Welfare Plan - At 65 with 10 years seniority, employer pays 100% (50%) of premium, for coverage of employee and spouse during employee's lifetime, for extended health care, semi-private hospitalization, dental plan, eyeglass coverage and \$1,000 life insurance.

Eyeglass Allowance: \$40 (\$25).

EDUCATION AND RELATED SERVICES

Toronto City Board of Education - Council of Trade Unions (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 403 employees, settled at the bargaining stage and ratified in December 1975. Duration of negotiations - 1 day.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	98¢
	Plasterers' Helper	\$7.04 (\$6.06)
	Plumber	\$9.87 (\$8.89)

TRANSPORTATION

Voyageur Colonial Limited at Ottawa - Locals 267 and 306, Railway, Transport and General Workers (AFL-CIO/CLC): An 18½ month renewal agreement effective from Nov. 15, 1975 to June 1, 1977, covering 400 employees, settled at the bargaining stage and ratified in Dec. 1975. Duration of negotiations - 1 month.

Wages	Effective	<u>Nov. 15/75</u>	<u>Nov. 15/76</u>	<u>June 1/77</u>
	Increases	15% for Maintenance employees; 21¢ per mile for drivers; 90¢ per hour for hourly-rated employees	8% for Maintenance employees; 22.5¢ per mile for drivers; \$1.00 per hour for hourly-rated employees	7% for Maintenance employees; 24¢ per mile for drivers
	Serviceman	\$5.61 (\$4.88)	\$6.06	\$6.48
	1st Class Tradesman	\$6.99 (\$6.08)	\$7.55	\$8.08
	<u>Minimums</u>			
	Spare Bus Operators	\$30 (\$25)		
	Booked Bus Operators	\$40 (\$35)		

Welfare: Employer contributes \$53 (\$40) per month towards employee's individual health and welfare coverage.

Anti Inflation Board Rulings in December 1975 and January 1976

<u>Company or Association</u>	<u>Reference</u>	<u>Action</u>
Consumers' Gas Company Limited, Toronto and area	Dec. 75, p. 434	Disallowed
De Havilland Aircraft of Canada Ltd., Downsview	Dec. 75, p. 425	Disallowed
Falconbridge Nickel Mines Falconbridge	Nov. 75, p. 391	Allowed
Hamilton Board of Education	Nov. 75, p. 406	Disallowed
Kent County Board of Education	Nov. 75, p. 407	Disallowed
Sudbury Board of Education	Nov. 75, p. 407	Disallowed
University of Toronto (non-professional library employees)	Dec. 75, p. 438	Disallowed

Note: Actions refer to settlements covering 200 or more employees previously published in the Monthly Settlements Report. This list includes only those rulings which have come to the attention of the Ministry of Labour, and it may be incomplete.

Negotiations in Progress during January 1976 covering 200 or more Employees

<u>Employer and Location</u>	<u>Union</u>	<u>No. of Empls.</u>	<u>Neg'n Stage</u>
Abitibi Forest Products (Abitibi Provincial Paper Division), Thorold	Paperworkers (CLC)	775	WS
Algoma Steel Corporation, Ltd. (Tube Division), Sault Ste. Marie	Steelworkers (AFL-CIO/CLC)	765	CO
Amoco Canada Petroleum Co. Ltd., Hawkesbury	Woodworkers (AFL-CIO/CLC)	450	PCB
Anthes Steel, Toronto	Autoworkers (CLC)	290	B
Atlas Steels Company (Division of Rio Algom Mines Ltd.), Welland	National Council of Canadian Labour (Canadian Steelworkers Union)	1,500	B
Bata Industries (Bata Engineering Division), Batawa	Machinists (AFL-CIO/CLC)	200	B
Beaver Wood Fibre Co. Ltd., Thorold	Paperworkers (CLC)	270	WS
Brantford General Hospital, Brantford	Service Employees (AFL-CIO/CLC)	348	B
Burlington Steel Co., Division of Slater Steel Industries Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	590	B
Canada Packers Ltd., Walkerton	Foodworkers (AFL-CIO/CLC)	210	B
Canada Wire & Cable, Simcoe	Steelworkers (AFL-CIO/CLC)	246	B
Canadian Admiral Corporation, Limited, Port Credit	Electrical Workers (IUE) (AFL-CIO/CLC)	800	B
Canadian Association of Storefitting Manufacturers, Toronto and other centres	Carpenters (AFL-CIO/CLC)	795	PCB
Canadian Broadcasting Corp., province-wide	Newspaper Guild (AFL-CIO/CLC)	260	CB
Canadian Building Materials & Other Companies, Toronto, Hamilton, London and other centres, Southwestern Ontario	Teamsters (Ind.)	1,235	B
Canadian General Electric, Peterborough	Technical Engineers (AFL-CIO/CLC)	285	B
Canadian Industries Ltd., Cornwall	Steelworkers (AFL-CIO/CLC)	200	PCB
Canadian Industries Limited, (Paints and York Works), Toronto	Steelworkers (AFL-CIO/CLC)	209	B
Canadian Shipbuilding and Engineering Limited, Collingwood	Steelworkers (AFL-CIO/CLC)	990	B
Canadian Timken Ltd., St. Thomas	Steelworkers (AFL-CIO/CLC)	375	CO
Carleton Board of Education	Fed. of Women Teachers Assoc. of Ont. and Ont. Public School Men Teachers' Fed. (Ont. Teachers' Federation)	1,100	B

* See page 41 for definitions of codes.

<u>Employer and Location</u>	<u>Union</u>	<u>No. of Empls.</u>	<u>Neg'n Stage</u>
Central Hospital and Other Hospitals, Toronto	Canadian Union of Operating Engineers (CCU)	230	B
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	212	ARB
Chedoke Hospitals, Hamilton	CUPE (CLC)	400	B
Consolidated-Bathurst Packaging Ltd., Hamilton, St. Thomas, Whitby	Woodworkers (AFL-CIO/CLC)	555	B
Continental Can Co. of Canada Ltd. (Paper Products Div., Boxboard Mills), Toronto	Paperworkers (CLC)	217	WS
N.B. Cook Corp. Ltd., Toronto, Brampton, Pickering, Mississauga	Service Employees (AFL-CIO/CLC)	368	B
Council of Printing Industries of Canada, Toronto	Graphic Arts (AFL-CIO/CLC)	1,000	CO
Crouse Hinds Canada Ltd., London	Electrical Workers (IBEW) (AFL-CIO/CLC)	217	B
Daal Specialities (Canada) Ltd., Collingwood	Auto Workers (CLC)	500	PCB
Domtar Construction Materials Gypsum Products, Caledonia	Steelworkers (AFL-CIO/CLC)	225	B
Domtar Fine Papers Ltd., Cornwall	Paperworkers (CLC)	1,300	WS
Domtar Packaging Ltd. (Red Rock Div.), Red Rock	Paperworkers (CLC)	480	W/S
Dow Chemical of Canada, Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	820	B
Dubreuil Brothers, Dubreuilville	Employees Assn. (Ind.)	276	B
Du Pont of Canada Ltd., Kingston	Kingston Independent Nylon Workers Union (Ind.)	1,530	B
Durham Regional Police	Police Association (Ind.)	277	B
Durham Region Roman Catholic Separate School Board	Ont. Teachers Federation	390	B
Eaton Yale Ltd. (Suspension Division), Chatham	Auto Workers (CLC)	625	B
Eddy Forest Products Ltd., Espanola	Paperworkers (CLC)	1,000	WS
Electrohome Ltd., Cambridge	Electrical Workers (IBEW) (AFL-CIO/CLC)	315	PCB
Empire Maintenance Ltd., Ottawa, Nepean	Labourers (AFL-CIO/CLC)	200	B
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, etc.)	510	B
Etobicoke Borough Corporation	CUPE (CLC) (outside employees)	665	B
Etobicoke Borough Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	345	B
Extendicare Ltd., London, Mississauga, North York, Oakville, Peterborough, St. Catharines, Scarborough, Sudbury and Ottawa	Service Employees (AFL-CIO/ CLC)	800	B
Falconbridge Nickel Mines Ltd., Falconbridge	Steelworkers (AFL-CIO/CLC)	520	B

<u>Employer and Location</u>	<u>Union</u>	<u>No. of Empls.</u>	<u>Neg'n Stage</u>
Ferranti-Packard Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	276	B
Fiberglas Canada, Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	595	B
Firestone Steel Products of Canada, London	Auto Workers (CLC)	260	PC
Four Seasons Hotel & Inn on the Park, North York & Toronto	Hotel Employees (AFL-CIO/CLC)	450	B
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. Teachers' Federation	217	B
Gabriel of Canada Ltd., Long Branch	Machinists (AFL-CIO/CLC)	565	B
General Aviation Services Ltd., Toronto	Machinists (AFL-CIO/CLC)	236	B
General Signal Appliances, Welland	Steelworkers (AFL-CIO/CLC)	265	B
Goodyear Tire and Rubber Co.	Rubber Workers (AFL-CIO/CLC)	230	B
Great Lakes Paper Company Ltd., Thunder Bay	Paperworkers (CLC)	1,100	WS
Greb Industries Ltd., Kitchener	Shoe Workers (AFL-CIO/CLC)	350	B
Greb Industries (Bauer Shoe & Skate Division) Kitchener	Shoe Workers (AFL-CIO/CLC)	288	B
Gulf Oil Canada Ltd., (Clarkson Refinery), Mississauga	Oil and Chemical Workers (AFL-CIO/CLC)	350	PC
Halton Regional Police, Burlington, Milton, Oakville, Georgetown	Police Assn. (Ind.)	250	B
Hamilton City Board of Education	CUPE (CLC)	300	CC
Hamilton City Corporation	CUPE (CLC) (inside empls.)	350	B
Hamilton City Corporation	CUPE (CLC) (outside empls.)	640	B
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Association (Ind.)	600	B
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (outside empls.)	218	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Cath. Teachers' Assoc. and Assoc. de Enseignants Franco-Ontariens (Ont. Teachers' Federation)	1,050	B
Honeywell Ltd., Scarborough	Auto Workers (CLC)	600	B
Hoover Co. Ltd., Burlington	Electrical Workers (U.E.) (CLC)	200	C
Howden Parsons Ltd., Toronto	Boilermakers (AFL-CIO/CLC)	360	B
Hussman Store Equipment Ltd., Brantford	Auto Workers (CLC)	500	B
International Malleable Iron Co., Guelph	Steelworkers (AFL-CIO/CLC)	235	B
ITT Grinnell Co. of Canada, Toronto	Steelworkers (AFL-CIO/CLC)	220	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. and Assoc. de Enseignants Franco-Ontariens (Ont. Teachers' Federation)	500	BA
Kingston City Corporation (Rideau- crest Home for the Aged)	CUPE (CLC)	350	B

<u>Employer and Location</u>	<u>Union</u>	<u>No. of Empls.</u>	<u>Neg'n Stage</u>
Kitchener City Corporation (Works, Recreation & Arena), Kitchener	CUPE (CLC)	275	B
Lake Ontario Steel Company, Ltd., Whitby	Steelworkers (AFL-CIO/CLC)	500	CO
Lakehead Board of Education, Thunder Bay	Service Employees (AFL-CIO/CLC)	275	B
Lear Siegler Industries Ltd., (General Seating Division), Kitchener	Auto Workers (CLC)	1,000	PCB
Lever Detergents, Toronto	Chemical Workers (AFL-CIO/CLC)	355	b
Lily Cups Ltd., Toronto	Printing and Graphic Communi- cations (AFL-CIO/CLC)	361	MED
Lincoln County Board of Education, St. Catharines	CUPE (CLC) (Full-time empls.)	208	B
London Board of Education	Ont. Secondary School Teachers' Fed. (Ont. Teachers' Fed.)	1,200	B
London City Corporation	CUPE (CLC)	540	CO
London City Corporation	CUPE (CLC) (office, clerical & technical employees)	345	B
London City Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	290	B
London City Public Utilities Commission	CUPE (CLC)	400	CO
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ont. Teachers Fed.)	450	B
Marsland Engineering Ltd., Waterloo	Auto Workers (CLC)	550	CO
McGraw-Edison of Canada Ltd., (Simplic- ity and Speed Queen Div.), Cambridge	Electrical Workers (IUE) (AFL-	500	B
Metropolitan Board of Commissioners of Police, Toronto	Police Assoc. (Ind.) (inside empls.)	1,200	B
Metropolitan Board of Commissioners of Police, Toronto	Police Assoc. (Ind.) (uni- formed police dept. empl.)	4,600	B
Metroplitan Toronto School Board	Ont. Secondary School Teachers' Fed. and Assoc. des Enseignants Franco-Ontariens (Ont. Teachers' Federation)	8,600	ARB
Ralph Milrod Metal Products, Mississauga	Machinists (AFL-CIO/CLC)	338	B
Mississauga Town Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	210	B
Nabisco Ltd. (Christies Bread Division), Toronto	Bakery Workers (AFL-CIO/CLC)	350	B
Neilson, William, Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	850	B
Niagara Falls City Corporation	CUPE (CLC)	450	B
Niagara Regional Municipality	CUPE (CLC)	409	B
Niagara Regional Municipality (Homes for the Aged), St. Catharines	CUPE (CLC) (non-medical empls.)	530	B
Niagara South Board of Education, Welland	CUPE (CLC)	435	B

<u>Employer and Location</u>	<u>Union</u>	<u>No. of Empls.</u>	<u>Neg'n Stage</u>
Noranda Mines Ltd. (Langmuir Property) and Pamour Porcupine Mines Ltd. (Aunor, Hallnor and Pamour Divisions), Pamour	Steelworkers (AFL-CIO/CLC)	800	CO
North York Borough Board of Education, Willowdale	CUPE (CLC) (caretakers and and matrons)	850	B
North York Borough Board of Education, Willowdale	CUPE (CLC) (office, clerical and technical employees)	750	B
North York Borough Corporation, Willowdale	CUPE (CLC) (office, clerical technical and service empls.)	380	B
North York Borough Corporation, Willowdale	CUPE (CLC) (outside empls.)	705	B
North York Borough Corporation, Willowdale	Fire Fighters (AFL-CIO/CLC)	520	B
Northern Electric Co. Ltd., Belleville, Kingston and London	Auto Workers (CLC) (hourly rates empls.)	2,200	B
Northern Electric Co. Ltd., Belleville, Bramalea, Kingston, and London	Auto Workers (CLC) (technical, office and clerical empls.)	1,290	CO
Northern Wood Preserves Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC)	300	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ontario Public Service Employ- ees' Union (OPSEU) (CLC) (support staff empls.)	2,750	B
Ontario Government	Ontario Provincial Police Assn. (Ind.)	3,890	ARB
Ontario Government	OPSEU (CLC) (clerical services category)	9,740	ARB
Ontario Government	OPSEU (CLC) (general admin- istration category)	4,895	ARB
Ontario Government	OPSEU (CLC) (general opera- tional services category)	5,305	ARB
Ontario Government	OPSEU (CLC) (institutional care and correctional services category)	9,355	ARB
Ontario Government	OPSEU (CLC) (maintenance services category)	6,010	ARB
Ontario Government	OPSEU (CLC) (office services category)	7,455	ARB
Ontario Government	OPSEU (CLC) (scientific and professional category)	3,555	ARB
Ontario Government	OPSEU (CLC) (technical services category)	5,380	ARB
Ontario Government (Ministry of Education and Ministry of Health)	Special Education Contract Teachers' Assoc. and Ont. Hospital Schools Teachers' Assoc. (Ind.)	650	B
Ontario Housing Corp., Toronto	CUPE (CLC)	650	MEI
Ontario Jockey Club (Thoroughbred Div.)	Service Employees (AFL-CIO/ CLC) (groundsmen and mutuel employees)	300	B

<u>Employer and Location</u>	<u>Union</u>	<u>No. of Empls</u>	<u>Neg'n Stage</u>
Ontario Liquor Control Board and Ontario Liquor Licence Board, province-wide	Employees Assoc. (Ind.)	3,500	ARB
Ontario Malleable Iron Co. Ltd., Oshawa	Steelworkers (AFL-CIO/CLC)	224	WS
Ontario-Minnesota Pulp and Paper Co. Ltd., Fort Frances and Kenora	Various unions	1,575	WS
Ontario Paper Co. Ltd., Thorold	Various unions (mill empl.)	1,150	WS
Ontario Produce Co. (Oshawa Group Food Division), Toronto & Malton	Teamsters (Ind.)	400	B
Oshawa General Hospital	CUPE (CLC)	409	B
Otis Elevator Company Ltd., Hamilton	Steelworkers(AFL-CIO/CLC)	525	B
Ottawa Board of Education	CUPE (CLC) (office empls.)	500	B
Ottawa Board of Education	Emps. Assoc. (maintenance, services and plant operations empls.)	900	B
Ottawa Board of Education	Fed. of Women Teachers' Assoc. of Ont. and Ont. Public School Men Teachers' Fed. (Ont. Teachers' Fed.)	1,150	B
Ottawa-Carleton Regional Transit Commission, Ottawa**	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,000	B
Ottawa City Corporation	Fire Fighters (AFL-CIO/CLC)	500	B
Ottawa City Corporation	Police Assoc. (Ind.)	685	B
Ottawa City and Ottawa-Carleton Regional Municipality, Ottawa	CUPE (CLC)	3,870	B
Ottawa Civic Hospitals and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	15,395	B
Pamour Porcupine Mines, Schumacher	Steelworkers (AFL-CIO/CLC)	700	CO
Philips Electronics Industries, East York	Electrical Workers (IBEW) (AFL-CIO/CLC)	385	B
Polysar Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	1,350	B
Port Arthur Shipbuilding Co., Thunder Bay	Steelworkers (AFL-CIO/CLC)	204	B
Quaker Oats Co. of Canada (Pet Food Division), Trenton	Foodworkers (AFL-CIO/CLC)	250	B
Reed Ltd., Dryden	Paperworkers (CLC) and Opera- ting Engineers (AFL-CIO/CLC)	875	B
Renfrew County Board of Education, Pembroke	CUPE (CLC)	205	B
John Rennie Ltd., Guelph	Amalgamated Clothing Workers (AFL-CIO/CLC)	200	CO
Robertshaw Controls (Canada) Ltd., Toronto	Electrical Workers (U.E.) (CLC)	300	CO
Rothmans of Pall Mall Canada Ltd., Toronto	Tobacco Workers (AFL-CIO/CLC) (production and maintenance employees)	491	B
Rowntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	605	B

<u>Employer and Location</u>	<u>Union</u>	<u>No. of Empls.</u>	<u>Neg. Stag</u>
Royal York Hotel (C.P. Hotels), Toronto	Hotel Empls. (AFL-CIO/CLC)	870	B
St. Catharines City Corporation (Arena, City Hall, Parks and Recreation and Works Dept.)	CUPE (CLC) (equipment operators, maintenance and service employees)	200	B
St. Mary's of the Lake Hospital, Kingston	St. Mary's of the Lake Employees Assn.	220	B
St. Vincent Hospital, Ottawa	International Operating Engineers (AFL-CIO/CLC)	500	CC
Salada Foods, Etobicoke	Bakery Workers (AFL-CIO/CLC)	215	B
Sault Ste. Marie Board of Education	CUPE (CLC)	200	CC
Sault Ste. Marie Board of Education	Ontario Secondary School Teachers' Fed. (Ont. Teachers' Fed.)	408	B
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls.)	690	B
Scarborough Borough Corporation	CUPE (CLC) (office, clerical and technical employees)	376	B
Scarborough Borough Corporation	CUPE (CLC) (outside empls.)	620	B
Scarborough Borough Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	351	B
Scarborough Public Utilities Commission (Hydro, Water & Garage), Scarborough	Electrical Workers (IBEW) (AFL-CIO/CLC)	220	B
Sheraton Ltd., (King Edward Sheraton Hotel), Toronto	Hotel Employees (AFL-CIO/CLC) (extra waiters & waitresses)	300	E
Sheraton Ltd., (King Edward Sheraton Hotel), Toronto	Hotel Employees (AFL-CIO/CLC) (service, maintenance and beverage room employees)	370	E
Simcoe County Board of Education, Barrie	CUPE (CLC) (maintenance & service employees and bus drivers)	320	E
Simcoe County Board of Education, Barrie	OPSEU (CLC) (office, clerical and technical employees)	200	E
Simplicity Products (Division of McGraw- Edison), Cambridge	Electrical Workers (IUE) (AFL-CIO/CLC)	499	I
Sklar Manufacturing Ltd., Whitby	Upholsterers (AFL-CIO/CLC)	630	I
Slater Steel Industries Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	212	I
Spruce Falls Power and Paper Co., Ltd. and Kimberly-Clark of Canada Ltd., Kapuskasing	Paperworkers (CLC) and Elec- trical Workers (IBEW) (AFL- CIO/CLC)	1,240	IS
Stanley Works of Canada, Hamilton	Steelworkers (AFL-CIO/CLC)	236	
Sterling Packaging Products, Scarborough	Printing & Graphic Union (AFL-CIO/CLC)	220	
Stormont, Dundas and Glengarry Counties Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ont. Teachers' Fed.)	560	

<u>Employer and Location</u>	<u>Union</u>	<u>No. of Empls.</u>	<u>Neg'n Stage</u>
Stormont, Dundas and Glengarry Roman Catholic School Board	Ont. English Catholic Teachers' Assoc. and Assoc. des Enseignants Franco-Ontariens (Ont. Teachers' Fed.)	550	B
Sudbury Board of Education	Ont. Secondary Schools Teachers' Federation (Ont. Teachers' Fed.)	905	B
Sudbury City Corporation	CUPE (CLC) (maintenance and service empls.)	222	B
Sudbury District Separate School Board	Ont. English Catholic Teachers' Assoc. and Assoc. des Enseignants Franco-Ontariens (Ont. Teachers' Fed.)	1,050	B
Sudbury Regional Municipality	CUPE (CLC) (maintenance and service employees)	200	B
Sunbeam Corp. Canada, Etobicoke	Canadian Labour Congress-Directly Chartered	314	B
Sunnybrook Hospital and other hospitals, Toronto and other centres	Service Employees (AFL-CIO/CLC)	8,000	B
Supreme Aluminum Industries, Toronto	Employees Assn.	335	B
Thunder Bay City Corporation	CUPE (CLC) (drivers, maintenance employees and equipment operators)	300	B
Thunder Bay City Corporation	CUPE (CLC) (office, clerical, technical employees)	450	B
Timmins District Roman Catholic Separate School Board	Roman Catholic Separate School Teachers	255	B
Toronto Board of Education	CUPE (CLC) (caretakers, etc.)	610	B
Toronto City Board of Education, Toronto	CUPE (CLC)	308	B
Toronto City Corporation	CUPE (CLC) (inside empls.)	2,000	B
Toronto City Corporation	CUPE (CLC) (outside empls.)	2,200	B
Toronto City Corporation	Fire Fighters (AFL-CIO/CLC)	1,305	B
Toronto Metropolitan	CUPE (CLC) (inside empls.)	3,425	B
Toronto Metropolitan	CUPE (CLC) (outside empls.)	1,935	B
Toronto Spring Manufacturers, Toronto	Steelworkers (AFL-CIO/CLC)	350	B
Toronto Star	Newspaper Guild (AFL-CIO/CLC)	1,650	B
Union Carbide Canada Ltd., Welland	Electrical Workers (UE) (CLC)	500	B
Union Gas Ltd., Southwestern Ontario	Chemical Workers and Oil Workers (AFL-CIO/CLC)	1,090	B
Uniroyal Ltd., Kitchener and Guelph	Rubber Workers (AFL-CIO/CLC)	500	B
University of Ottawa, Ottawa	Assoc. of Professors of University of Ottawa (Ind.)	830	B
University of Toronto, Toronto	Graduate Assistants Assn. (Ind.)	2,015	CO

<u>Employer and Location</u>	<u>Union</u>	<u>No. of Empls.</u>	<u>Neg. Stage</u>
Venus Electric Ltd., Toronto	Machinists (AFL-CIO/CLC)	300	CO
Victoria Hospital, London	Service Employees (AFL-CIO/ CLC) (non-medical empls.)	600	B
Vulcan Industrial Packaging Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	250	WS
Waterloo Regional Police	Police Assn. (Ind.)	398	B
Wellington County Board of Education	Fed. of Women Teachers' Assoc. of Ont. and Ont. Public School Men Teachers' Fed. (Ont. Teachers' Fed.)	640	B
Wellington County Board of Education	Ont. Secondary School Teach- ers' Fed. (Ont. Teachers' Fed.)	510	B
Wentworth County Board of Education	CUPE (CLC)	225	B
Wentworth County Board of Education	Fed. of Women Teachers' Assoc. of Ont. and Ont. Public School Men Teachers' Fed. (Ont. Teachers' Fed.)	535	B
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (Ont. Teachers' Fed.)	500	B
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	3,025	B
Whitaker Cable of Canada, Owen Sound	Electrical Workers (IUE) (AFL-CIO/CLC)	338	CO
Windsor Board of Education	Ont. Secondary School Teach- ers' Fed. (Ont. Teachers' Fed.)	740	ME
Windsor City Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	284	AR
Windsor City Police (Unit A)	Police Assn. (Ind.)	340	B
York Borough Board of Education	CUPE (CLC)	250	B
York County Board of Education, Aurora	CUPE (CLC)	290	CO

More Than One Province

Abitibi Paper Co. Ltd. and subsid- iaries, Quebec, Ontario and Manitoba	Canadian Paperworkers Union (CLC), United Paperworkers, Machinists, IBEW and Inter- national Operating Engineers (AFL-CIO/CLC)	4,475	WS
Air Canada, system-wide **	Air Line Pilots (Ind.)	1,420	B
Bell Canada, Quebec and Ontario **	Canadian Telephone Employees (Ind.) (craft and service empls.)	14,480	B
CBC, Canada-wide **	Broadcast Empls. (NABET) (AFL-CIO/CLC)	2,420	CB
CBC, Canada-wide **	CUPE (CLC) (office & professional empls.)	2,200	CB

** Federal jurisdiction

<u>Employer and Location</u>	<u>Union</u>	<u>No. of Empls.</u>	<u>Neg'n Stage</u>
CBC, Canada-wide **	CUPE (CLC) (stage hands, etc)	1,840	CB
CN Rail, Canada-wide (except Newfoundland) **	Locomotive Engineers (Ind.)	1,845	B
CN Rail, system-wide **	United Transportation Union (AFL-CIO/CLC) (conductors, baggage men, etc.)	8,720	B
CN Rail, system-wide **	United Transportation Union (AFL-CIO/CLC) (firemen & enginemans)	1,805	B
CP Air, system-wide **	Air Line Pilots (Ind.)	610	B
CP Air, system-wide **	Railway Clerks (AFL-CIO/CLC)	1,350	B(R)
CP Rail, Atlantic, Eastern, Prairie and Pacific Regions **	Locomotive Engineers (Ind.)	1,700	B
CP Rail, system-wide **	United Transportation Union (AFL-CIO/CLC) (conductors, baggage men, etc.)	5,825	B
CP Rail, Atlantic, Eastern Prairie and Pacific Regions **	United Transportation Union (AFL-CIO/CLC) (firemen & hostlers)	600	B
Canadian General Electric Co. Ltd., Montreal & Quebec, Que. and Cobourg, Oakville, Peterborough & Toronto, Ont.	Electrical Workers (IUE) (AFL-CIO/CLC)	3,555	CO
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence **	Seafarers (AFL-CIO/CLC) (unlicensed personnel)	3,750	B
Council of Printing Industries of Canada, Hamilton, London, Ottawa, and Toronto, Ont., and Montreal, Que.	Graphic Arts Union (AFL- CIO/CLC)	1,685	CO
Eddy, E.B., Company, Hull, Que. and Ottawa	Canadian Paperworkers Union (CLC)	1,450	WS
Government of Canada (Treasury Board) **	Air Traffic Employees (CLC)	2,200	B
Government of Canada **	Assn. of Postal Officials (Ind.) (postal supervisors)	3,580	B
Government of Canada (Treasury Board) **	Canadian Postmasters Assn. (Ind.) (revenue postal operations group)	8,210	B
Government of Canada (Treasury Board) **	Council of Graphic Arts Unions (AFL-CIO/CLC) (printing operations group - non-supervisory empls.)	1,230	B
Government of Canada (Treasury Board) **	Professional Institute (Ind.) (defence scientific support group)	510	B
Government of Canada (Treasury Board) **	Professional Institute (Ind.) (meteorology group)	510	B
Government of Canada (Treasury Board) **	Professional Institute (Ind.) (veterinary science group)	550	B
Government of Canada (Treasury Board) **	Public Service Alliance (CLC) (administrative services group)	4,015	B

** Federal jurisdiction

<u>Employer and Location</u>	<u>Union</u>	<u>No. of Empls.</u>	<u>Neg. Stag.</u>
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (auditing group)	2,470	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (clerical and regulatory group)	46,365	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (communications group)	835	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (data processing group)	2,500	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (education group)	3,500	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (financial administration group)	1,270	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (general services group, supervisory and non-supervisory)	13,820	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (information services group)	845	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (office equipment operations group)	695	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (primary products inspection group)	2,530	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (programme administration group)	20,185	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (purchasing & supply group)	1,190	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (secretarial, stenographic & typing group)	12,400	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (welfare programme group)	1,510	B
House of Seagrams (Various Distilleries), N.B., Que., Ontario & Man.	Distillery Workers (AFL-CIO/CLC)	1,100	B
National Research Council**	Professional Institute (Ind.) (research officer and research officer council grades)	725	B
Northern Electric Co. Ltd., N.S., N.B., Que. and Ont.	Canadian Union of Communications Workers (Ind.)	700	B
Northern Electric Co. Ltd., Ont., Man., Sask, and Alta.**	Communications Workers of Canada (CLC)	945	CO

** Federal jurisdiction

<u>Employer and Location</u>	<u>Union</u>	<u>No. of Empls.</u>	<u>Neg'n Stage</u>
Railway Assoc. of Canada (CN, CP Rail and other companies), system-wide**	Non-operating Railway Unions (AFL-CIO/CLC)	21,000	B
Railway Assoc. of Canada (CN and CP jointly owned companies and other companies), system-wide**	Railway, Transport & General Workers (CLC) and 7 other unions (AFL-CIO/CLC)	55,760	B
St. Lawrence Seaway Authority, Quebec and Ontario**	Railway, Transport & General Workers (CLC) (operations and maintenance, head-quarters and construction workers)	1,175	B
Soo-Security Motorways, Ont., Man., Sask., and Alta.**	Teamsters (Ind.)	620	B

Definitions of Codes for Negotiation Stages

- B - Direct Bargaining
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining after a Work Stoppage
- (R) - (R) - Following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

** Federal jurisdiction

Collective Bargaining Agreements Covering 200
or More Employees Expiring in February 1976

<u>Company and Location</u>	<u>Union</u>	<u>No. of Empls.</u>
Algoma Steel Corp., Tube Div., Sault Ste. Marie	Steelworkers	625
Canada Veneers, Pembroke	Carpenters	215
Canada Wire & Cable, Simcoe	Steelworkers	246
CP Railway Firemen & Hostlers, province- wide	United Transportation Union	245
Domtar Const. Materials Gypsum Products, Caledonia	Steelworkers	225
Dow Chemical of Canada, Sarnia	Oil Workers	811
Falconbridge Nickel Mines, Sudbury District	Steelworkers	525
Ferranti-Packard Ltd., St. Catharines	Steelworkers	276
Gabriel of Canada, Toronto & Peel County	Machinists	515
Gold Crest Products, Toronto	Employees Association	447
Honeywell Ltd., Scarborough	Auto Workers	665
Intl. Malleable Iron Co., Guelph	Steelworkers	235
ITT Grinnel Co. of Canada, Toronto	Steelworkers	220
Kitchener City Corp. Works Rec. & Arena, Kitchener	Public Employees (CUPE)	275
Lake Ontario Steel Co., Whitby	Steelworkers	512
London City Board of Education Caretakers, London	Public Employees (CUPE)	331
Niagara Regional Munic Homes for Aged, Niagara Region	Public Employees	408
Northern Electric Co., Intercity	Auto Workers	3,016
Northern Electric Co. Mfg. & Research, Intercity	Auto Workers	926
Oshawa General Hospital, Oshawa	Public Employees (CUPE)	409
Rio-Algom Mines Atlas Steels Co. Div., Welland	Employees Association	1,583
Rowntree Mackintosh Canada, Toronto	Retail Wholesale Employees	591
Simplicity Products Div. of McGraw- Edison, Cambridge	Electrical Workers (IUE)	499
Sklar Furniture, Whitby	Upholsterers	525
Toronto City Board of Education, Toronto	Public Employees (CUPE)	308

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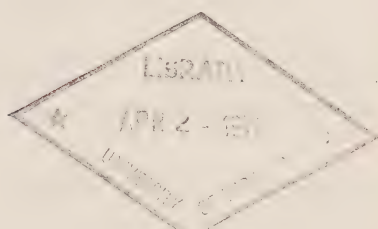


Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
/ / TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
/ AND NEGOTIATIONS IN ONTARIO
FEBRUARY 1976



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in February 1976 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries, the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. The note is included only when it is specifically stated in the settlement. That note is not extended to settlements that do not specifically refer to the Anti-Inflation Board, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in February 1976 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry, and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlement.

The third section lists the negotiations underway in February 1976. Letter codes have been used to indicate the stage of the negotiations, and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in March 1976.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

March 27, 1976

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Highlights

Paper Settlements. A break in the strikes in the pulp and paper industry which began in early July 1975 came on February 18, 1976, when employees ratified a 3-year agreement with the Abitibi Paper Co. at eight of the company's mills in the Province. Similar settlements later were reached with the Great Lakes Paper Co., Continental Can Co., Eddy Forest Products, E.B. Eddy Co., Ontario Paper Co., Spruce Falls Power and Paper Co. and Kimberly-Clark of Canada. The settlements affected a combined total of about 9,000 employees represented by the Canadian Paperworkers, Canadian Operating Engineers, International Operating Engineers, Carpenters, Electrical Workers (IBEW), Longshoremen, Machinists and Plumbers. The previous agreements expired April 30, 1975.

At Abitibi, the employees received an 82-cents-an hour general increase retroactive to May 1, 1975, plus additional adjustments of 25 cents for tradesmen, 20 cents for top operators and 2 per cent for papermakers. Wages will be increased by a further 10 per cent on May 1, 1976 and 8 per cent on May 1, 1977. The cost-of-living clause was discontinued, but the 24 cents allowance paid under this clause will be continued during the term of the new agreement.

The first year general increase corresponds to the 14 per cent limit recommended by the Anti-Inflation Board in the settlement with the Irving Pulp and Paper Co. of New Brunswick in November 1975. The second and third year increases are within the anti-inflation guidelines, and include a 2 per cent productivity increase. Abitibi agreed to increase the first year payment by whatever amount the Government might grant to the employees of the Irving Co. above the 14 per cent limit set earlier. The company further agreed to implement any increase the Government might make in the 2 per cent productivity factor. In addition, the parties agreed to re-negotiate the third year increase upon 30 days' notice if the Anti-Inflation Act is repealed or terminated at any time during the term of the agreement.

Other changes included increased premium pay for overtime work after eight hours on Sunday, increased shift premiums, paid rest periods for day workers called in to work after midnight, and increased vacation pay for laid-off employees with less than one year's continuous service. A new clause was established requiring the company to pay \$5 annually toward the purchase of protective footwear. The company also agreed to look into the advantages and disadvantages of introducing a job evaluation plan.

Negotiations were continuing or were scheduled to resume for another 3,300 workers employed at Ontario-Minnesota Pulp and Paper Co., Domtar Packaging, Domtar Fine Paper, Abitibi Provincial Paper, Dryden Paper Co. and Kimberly-Clark.

Store Fixtures Settlement. On February 22, about 500 employees represented by the Carpenters Local 2679 ratified a 25½ month agreement with the Canadian Association of Store-fitting Manufacturers on behalf of 16 employers in Metropolitan Toronto and surrounding area.

The new agreement provided for an average wage increases of 12½ per cent on February 2, 1976 and 9 per cent on January 1, 1977. The cost-of-living clause was revised to provide a one-time adjustment in 1977 of 1 cent an hour for each 0.3 point rise in the Consumer Price Index (1971=100) in excess of 12 points during the preceding 12 months. The previous agreement (which expired December 31, 1975) provided for quarterly adjustments of 1 cent an hour for each 0.6 point rise in the index in excess of 15 points, with a maximum of 8 cents.

Other improvements included an 11th paid holiday in the second year of the agreement, 3 weeks paid vacation after 6 years of service instead of 10 years, car mileage of 18 cents a mile from 11 cents, living expense of \$12.00 a day from \$6.50, 20 cents per hour employer contribution to health and welfare from 14 cents, and increased second and third shift premiums of 25 and 35 cents per hour from 20 and 25 cents, respectively.

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February 1976 Settlements

LEATHER

Greb Industries Limited at Kitchener - Locals 309 and 310, United Shoe Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 23, 1975 to November 22, 1977, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Nov. 23/75*	Nov. 22/76
General Increases		43¢	36¢
Cutting and Fitting Dept. Group E (includes Carry Repairs)		\$2.98-\$3.50 (\$2.55-\$3.07)	\$3.34-\$3.86
Lasting Dept., Group A (includes Floater)		\$3.61-\$4.31 (\$3.18-\$3.88)	\$3.97-\$4.67

*Note: Increases are subject to approval by the Anti-Inflation Review Board.

Probationary period is 3 months. Maximum rates reached on merit.

Paid Vacations: Effective February 1, 1976, 3 weeks after 5(8) years, 4 weeks after 15(19) years, 5 weeks (new) after 30 years.

Welfare: OHIP - Effective Jan. 1, 1976, employer contributes \$9(\$7.50) per month for single employees and \$18(\$15) per month for employees with dependents towards the premiums for OHIP.

TEXTILE

Du Pont of Canada Ltd. at Kingston - Kingston Independent Nylon Workers Union: A 24-month renewal agreement effective from Feb. 10, 1976 to Jan. 27, 1978, covering 1,625 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Jan. 28/76	Jan. 28/77
General Increases		9.64%	8.1%
Package Preparation Operator		\$4.85 (\$4.42)	\$5.24
Storeman		\$5.77 (\$5.26)	\$6.24
Stationary Engineer 2nd Class		\$6.85 (\$6.25)	\$7.40

Shift Premiums: 0¢-21¢-25¢ (0¢-19¢-23¢).

Sunday Premium: 83¢ (75¢) per hour.

Safety Shoes: Employer pays \$17 (\$15) per year, plus one-third of the excess to a maximum payment of \$22 (new).

Amoco Fabric Company, Patchogue Plymouth Division at Hawkesbury - Local 2-600,
International Woodworkers of America (AFL-CIO/CLC): A 12-month renewal agreement effective from December 31, 1975 to December 30, 1976, covering 450 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 31/75</u>
	General Increase	55¢
	Cloth Doffer	\$3.81 (\$3.26)
	Line Operator (Extrusion Dept.)	\$4.33 (\$3.78)

Shift Premiums: 0-12¢ - 15¢ (0-10¢ - 12¢).

Paid Holidays: December 27 added for a total of 11 (10).

FURNITURE AND FIXTURE

Canadian Association of Storefitting Manufacturers, Toronto and area - Local 2679, United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC): 25½-month agreements with 16 companies effective Jan. 1, 1976 to Feb. 15, 1978, covering a total of 535 employees settled at the mediation stage. Duration of negotiations - 5 months.

Wages:	Effective	Feb. 2/76	Jan. 1/77
	Increases (vary by classification)	9.8%-16% 12½% average	8.6%-9.3% 9% average
	Labourer	\$4.85 (\$4.33)*	\$5.28
	Cabinet Makers (1st class)	\$6.40 (\$5.52)*	\$6.95

*The previous rates shown in brackets include 8¢ cost of living allowance incorporated into the wage structure during the previous agreement.

Cost of Living Allowance: Effective Jan. 1, 1977, 1¢ per hour will be folded into the wage structure for each 0.3 rise by which the Consumer Price Index (1971 equals 100) exceeds a rise of 12 points (i.e. 8%) during the full year Jan. 1, 1976 - Dec. 31, 1976. (Previously 1¢ per 0.6 rise in the CPI in excess of 15 points during the second year of the agreement calculated quarterly and folded in at the time. Total COLA 8¢).

Shift Premiums: 0-25¢-35¢ (0-20¢-25¢).

Paid Holidays: Heritage Day, if proclaimed by Parliament, will be added in 1977 for a total of 11 days.

Paid Vacation: 2 weeks after one year of service (unchanged) and 3 weeks after 6(10) years. 2 weeks after 8 years with pay of 5% has been deleted.

Health and Welfare: Employer Contribution - The employer will contribute 20¢ per hour per employee for straight time hours worked towards the Carpenters' Union (Industrial Division) Benefit Trust health and welfare plan. (Previously, employers paid 100% of the O.H.I.P. premium, the equivalent of 14¢ per hour per employee).

Transportation Allowance: 18¢ (11¢) per mile reimbursement for use of employee's own automobile to transport himself to and from a job site other than the employer's plant.

Travel Allowance: Maximum of \$12 (\$6.50) per day in addition to transportation and accommodations.

PAPER AND ALLIED

Abitibi Paper Co. Ltd. (Iroquois Falls, Smooth Rock Falls, Sault Ste Marie and Fort William Divisions in Ontario and Beaupre Division in Quebec) and Abitibi Forest Products Ltd. (Thunder Bay and Sturgeon Falls Division and Abitibi Provincial Paper Division - Thunder Bay) - Various Locals of the Canadian Paperworkers' Union (CLC); International Association of Machinists and Aerospace Workers, International Brotherhood of Electrical Workers and International Union of Operating Engineers (all AFL-CIO/CLC): 36-month renewal agreements effective from May 1, 1975 to April 30, 1978, covering 3,770 Abitibi Paper Company employees and 775 Abitibi Forest Products employees, settled with mediation assistance during work stoppages. Duration of negotiations - 12 months.

Wages:	Effective	May 1/75	May 1/76	May 1/77
General Increases		82¢	10%	8%
Adjustments:				
Tradesman 'A'		25¢		
Top Operator		20¢		
Papermaker		2%		
Yard Labourer		\$5.26 (\$4.44)	\$5.81	\$6.29
Labourer		\$5.64 (\$4.82)	\$6.23	\$6.75
Tradesman Class A		\$7.50 (\$6.43)	\$8.27	\$8.95
Lump Sum Payment:	13¢ per hour worked between Jan. 1, 1975 and Mar. 31, 1975, 24¢ per hour worked from Apr. 1, 1975 to Apr. 30, 1975, or \$100 lump sum payment to cover the period from Jan. 1, 1975 to Apr. 30, 1975, depending on agreement.			
Cost of Living Float:	The 24¢ generated by the COLA clause contained in the previous agreement will continue as a float. When calculating the 10% and 8% wage increases, the 24¢ "add-on" float will be added to the wage rates for the purpose of calculating the percentage increase in cents per hour only.			
Cost of Living Clause:	Discontinued.			
Anti-Inflation Measures:	<u>Protection Factor</u> - The general wage increases in the second and third years are composed of a protection factor of 8% and 6% respectively plus a productivity factor of 2% in each year. The protection factor in the second and third years is subject to upward adjustment by the Government depending upon movement in the Consumer Price Index in the prior year. If the protection factor is revised upward in the second or third year, the Company will implement the upward adjustment.			

If the Anti-Inflation Board agrees to grant Irving Pulp and Paper Company of Lancaster, N.B. a first year increase of more than 14%, the company agrees to pay the difference to its employees.

In the event the Anti-Inflation Act is repealed or terminated at any time during the term of this Agreement, either the employer or the union may give 30 days notice to the other of their desire to re-negotiate the third year 8% general wage increase.

If the Anti-Inflation Act is repealed or terminated prior to May 1, 1977, any change in the general wage increase of 8% as a result of such negotiations will be made effective May 1, 1977. If the Anti-Inflation Act is repealed or terminated on or after May 1, 1977, any changes in the general wage increase of 8% as a result of such negotiations will be made effective on the date of such repeal or termination.

Overtime Pay: Double time (time and one-half) after 8 hours on Sunday.

Vacation Pay: Employees laid off with less than one year of continuous service are entitled to 4% (2%) of gross earnings for the period of employment.

Rest Period: Any day worker called in will receive time off at straight time rates equal to one-half of the time worked between midnight and 8 a.m., providing he is scheduled to work at 8 a.m. the following day and reports at the deferred starting time.

Safety Shoes (new): The company will pay \$5 annually toward the purchase of protective footwear.

E.B. Eddy Company at Hull, Qué. and Ottawa, Ont. - Locals 33, 34, 50 and 73, Canadian Paperworkers' Union (CLC) and Local 412, International Association of Machinists and Aerospace Workers (AFL-CIO/CLC):
A 36-month renewal agreement effective from May 1, 1975 to Apr. 30, 1978, covering 1,550 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 12 months.

Wages:	Effective	<u>May 1/75</u>	<u>May 1/76</u>	<u>May 1/77</u>
General Increases		75¢	10%	8%
Adjustments:				
Trades		25¢		
Top Operators		20¢		
Papermakers		2%		
Labourer		\$5.35 (\$4.60)	\$5.91	\$6.40
Garage Mechanic A		\$6.92 (\$5.92)	\$7.64	\$8.27

Other Provisions: Provisions respecting COLA and Anti-Inflation Measures are the same as for the Abitibi Paper Company settlement, reported above.

Eddy Forest Products Ltd. at Espanola - Locals 156-S and 74, Canadian Paperworkers'

Union (CLC): A 36-month renewal agreement effective from May 1, 1975 to Apr. 30, 1978, covering 1,000 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 12 months.

Wages:	Effective	<u>May 1/75</u>	<u>May 1/76</u>	<u>May 1/77</u>
	General Increases	82¢	10%	8%
	Adjustments:			
	Trades	35¢		
	Top Operators	20¢		
	Papermakers	2½%		
	Labourer	\$5.64 (\$4.82)	\$6.23	\$6.75
	Carpenter 1st class	\$7.60 (\$6.43)	\$8.38	\$9.07

Return to Work Agreement: 16 hours pay in lieu of lost holiday pay during the work stoppage.

Other Provisions: Provisions respecting COLA and Anti-Inflation Measures are the same as for the Abitibi Paper Company settlement, reported above.

Great Lakes Paper Co. Ltd. at Thunder Bay - Local 39, Canadian Paperworkers'

Union (CLC): A 36-month renewal agreement effective from May 1, 1975 to Apr. 30, 1978, covering 1,255 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 13 months.

Wages:	Effective	<u>May 1/75</u>	<u>May 1/76</u>	<u>May 1/77</u>
	General Increases	81¢	10%	8%
	Adjustments:			
	Journeyman A	35¢		
	Top Operators	20¢		
	Papermakers	2½%		

	<u>May 1/75</u>	<u>May 1/76</u>	<u>May 1/77</u>
Labourer	\$5.63 (\$4.82)	\$6.22	\$6.74
Tradesman A	\$7.61 (\$6.45)	\$8.40	\$9.09

Shift Premium: 0¢-18¢-23¢ (0¢-15¢-20¢).

Pension Plan: Contribution ceiling of 4% is removed.

Other Provisions: Provisions respecting COLA and Anti-Inflation Measures are the same as for the Abitibi Paper Company settlement, reported above.

Ontario Paper Company Ltd. at Thorold - Locals 84T and 101, Canadian Paperworkers' Union (CLC); Local 103, Canadian Union of Operating Engineers (CCU); Local 1477, International Longshoremen's Association; Local 914, International Brotherhood of Electrical Workers; Local 268, International Association of Machinists and Aerospace Workers; Local 413, United Association of Plumbers and Steamfitters; Local 232, International Union of Operating Engineers; and Local 38, United Brotherhood of Carpenters and Joiners of America (all AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1975 to Apr. 30, 1978, covering 1,215 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 13 months.

Wages:	Effective	<u>May 1/75</u>	<u>May 1/76</u>	<u>May 1/77</u>
General Increases		82¢	10%	8%
Adjustments:				
Trades		25¢		
Top Operators		20¢		
Papermakers		2%		
Labourer		\$5.64 (\$4.82)	\$6.23	\$6.75
Electrician Class A		\$7.56 (\$6.49)	\$8.34	\$9.02

Other Provisions: Provisions respecting COLA and Anti-Inflation Measures are the same as for the Abitibi Paper Company settlement, reported above.

Spruce Falls Power & Paper Company Ltd. and Kimberly-Clark of Canada Ltd. at Kapuskasing - Locals 89 and 256, Canadian Paperworkers' Union (CLC) and Local 1149, International Brotherhood of Electrical Workers (AFL-CIO/CLC): 36-month renewal agreements effective from May 1, 1975 to Apr. 30, 1978, covering 1,450 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 12 months.

Wages:	Effective	May 1/75	May 1/76	May 1/77
	General Increases	82¢	10%	8%
	Adjustments:			
	Trades	35¢		
	Top Operators	20¢		
	Papermakers	2½%		
	Labourer	\$5.64 (\$4.82)	\$6.23	\$6.75
	Watchman-Cleaner	\$5.75 (\$4.93)	\$6.35	\$6.88
	Electrician	\$7.60 (\$6.78)	\$8.38	\$9.07
Pension Plan:	The early retirement reduction factor is changed to 6% (7%) per year.			
Other Provisions:	Provisions respecting COLA and Anti-Inflation Measures are the same as for the Abitibi Paper Company settlement, reported above.			

Continental Can Company of Canada Limited, Paper Products Division, Plant 633 at Toronto - Local 1112, Paperworkers (AFL-CIO/CLC):
A 36-month renewal agreement effective from May 1, 1975 to April 30, 1978, covering 217 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 9 months.

Wages:	Effective	May 1/75	May 1/76
	General Increases	77¢	10%
	Additional Adjustments	25¢ for Mechanic A and above; 15¢ for top operators; 5¢ for most Beater Room Crew and Machine Crew	

	<u>May 1/75</u>	<u>May 1/76</u>
Labourer	\$5.675 (\$4.905)	\$6.266
Machinist A	\$6.918 (\$5.898)	\$7.638
Effective	<u>May 1/77</u>	
General Increases	8%	
Labourer	\$6.786	
Machinist A	\$8.268	

Other Provisions: Provisions respecting COLA and Anti-Inflation Measures are the same as for the Abitibi Paper Company settlement, reported above.

Lily Cups Limited at Toronto - Local 466, Printing and Graphic Communications (AFL-CIO/CLC): A 12-month renewal agreement effective from December 1, 1975 to November 30, 1976, covering 361 employees, settled at the mediation stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 1/75</u>
	General Increases	12%*
	Packer	\$3.55-\$3.90 (\$3.17-\$3.48)
	Electrician A	\$6.68 (\$5.96)

* Note: Increases are subject to approval by the Anti-Inflation Review Board. 10% is payable immediately.

Paid Vacations: 5 weeks after 23 (25) years.

Welfare: Major Medical Plan - Deductibles will be reduced to \$10 (\$25) for single coverage and \$20 (\$50) for family coverage with 100% (80%) of remaining expenses paid.

PRIMARY METALS

Burlington Steel Company - A Division of Slater Steel Industries Ltd. at Hamilton -
Local 4752, United Steelworkers of America (AFL-CIO/CLC): A 36-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1978, covering 540 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Jan. 1/77</u>	<u>Jan. 1/78</u>
	COLA Fold-in	29¢		
	General Increases	90¢	20¢	20¢
	Job Class Increments	11.7¢ (10.7¢)	12.2¢	12.7¢
	Labourer (Job Class 2)	\$5.317 (\$4.117)	\$5.522	\$5.727
	Millwright (Job Class 17)	\$7.072 (\$5.722)	\$7.352	\$7.632

Cost of Living Allowance: Effective Jan. 1977, 1¢ per 0.3 change in the Consumer Price Index (1971 equals 100) from Sept. 1976 to Dec. 1976, adjusted quarterly thereafter during 1977 with no minimum or maximum specified. Any COLA generated will be incorporated into the wage structure in Jan. 1978. The agreement does not provide for a COLA in 1978. (Previous formula: 1¢ per 0.6 change in the CPI, adjusted quarterly, with a cap of 29¢).

Shift Premiums: 0-20¢-25¢ (0-15¢-20¢).

Sunday Premium: \$1 (75¢) per hour.

Paid Vacation: 3 weeks after 5 years service (unchanged), 4 weeks after 12(15) years, 5 weeks after 21(25) years and 6 weeks after 30 years (unchanged).

Health and Welfare: Weekly Indemnity - \$170 (\$110) per week.

Total Permanent Disability - \$400 (\$350) per month.

Dental Plan - Endodontal and paradontal benefits have been added. Plan covers 100% (80%) of eligible expenses after deductible of \$25 per year (unchanged).

Extended Health Care - Hearing Aid Coverage (new) - The plan pays up to \$300 once each year for each eligible employee and dependent.

Psychological Service - The plan pays up to \$200 once each year for each eligible employee and dependent.

Pension Plan: Basic Benefit - \$10(\$7) per month per year of service to maximum of 40 years.

Supplemental Benefit - \$9 (\$6.50) per month per year of service.

Early Retirement - Unreduced pension for employees retiring at age 58(60) or over with 30 or more years of service.

Supplemental Unemployment Benefit Plan: Benefit is increased to \$40 (\$30) per week.

Bereavement Leave: 1 day's paid leave if an employee cannot attend the funeral (new). Paid leave for up to 3 days remains if an employee arranges for or attends the funeral of a member of his immediate family.

Tool Allowance (new): Maintenance employees required to purchase metric tools will receive an allowance equal to 50% of their cost to a total maximum of \$200 over the life of the agreement.

Meal Allowance (new): \$2.

Algoma Steel Corporation Ltd., Tube Division at Sault Ste Marie - Local 5595,
United Steelworkers of America (AFL-CIO/CLC): A 33½-month renewal agreement effective from March 1, 1976 to November 15, 1978, covering 765 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 1/76</u>	<u>Mar. 1/77</u>	<u>Mar. 1/78</u>
COLA Fold-in		27¢		
General Increases		92¢	20¢	20¢
Job Class Increments		11.7¢ (10.7¢)	12.2¢	12.7¢
Job Class 1		\$5.250 (\$4.060)	\$5.450	\$5.650
Job Class 16 (includes electrician)		\$7.005 (\$5.665)	\$7.280	\$7.555

Cost of Living Allowance: A 1¢ adjustment will be made in March 1977 for each 0.3(0.6) point change that occurs in the Consumer Price Index during the period Nov. 1976 to Feb. 1977. Thereafter calculations will be made quarterly with any adjustments incorporated into the wage structure annually.

Shift Premiums: 0-15¢-25¢ (0-10¢-15¢).

Paid Vacation: 2 weeks after 1 year of service, 3 weeks after 5 years and 4 weeks after 10 years (unchanged), 5 weeks after 15(17) years, 6 weeks (new) after 22 years and 7 weeks (new) after 30 years.

Health and Welfare: Life Insurance - \$10,000 coverage for all eligible employees (\$10,000 for married employees, \$7,000 for single employees).

Long Term Disability - \$405 per month (\$85 per week).

Dental Plan - Adoption of 1975 (1969) Ontario Dental Association Schedule of Fees.

Pension Plan: Basic Benefit - \$10 (\$7.25) per month per year of service to maximum of 40 years.

Supplemental Benefit - \$9 (\$7.25) per month per year of service to maximum of 30 years.

Early Retirement With Unreduced Benefits (new) - Employees with 35 years of service or with 30 years of service and 58 years of age may elect to retire without an actuarial reduction in accrued benefits.

O.H.I.P. Coverage - The employer will pay the premium for O.H.I.P. for employee retiring on pension after March 1, 1976 until the employee reaches the age of 65.

Existing Pensioners - Benefits will be increased by \$30 per month.

Survivor Benefits - Surviving spouse eligible to receive 50% of deceased employee's vested pension (age and service requirement eliminated), with a minimum of \$50 per month. (Previously no minimum specified). Benefits are payable for life or until remarriage, when a two-year dowry will be paid.

METAL FABRICATING

Vulcan Industrial Packaging Limited at Rexdale - Local 6,754, Steelworkers, (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1976 to December 31, 1978, covering 250 employees, settled during a work stoppage with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>July 1/76</u>	<u>Jan. 1/77</u>
	Increases	50¢	15¢-30¢	25¢-30¢
	Labour Grade 1 (includes Press Operator 1)	\$4.20 (\$3.70)	\$4.35	\$4.60
	Labour Grade 14 (includes Electronics)	\$5.98 (\$5.48)	\$6.28	\$6.58
	Effective	<u>July 1/77</u>	<u>Jan. 1/78</u>	<u>July 1/78</u>
	Increases	20¢-25¢	20¢	15¢-20¢
	Labour Grade 1 (includes Press Operator)	\$4.80	\$5.00	\$5.15
	Labour Grade 14 (includes Electronics)	\$6.83	\$7.03	\$7.23

Probationary period is 60 days. Probationary rates are 5% (18¢) below rates given.

Cost-of-Living Allowance: Effective April 1977, new cost of living provision of 1¢ per hour per 0.6 change in the Consumer Price Index (1961=100) above December 1976 base, to be adjusted annually to a maximum of 7½¢ per year.

Shift Premiums: 0-15¢-20¢ (0-12¢-18¢).

Paid Vacations: 5 weeks (new) after 20 years.

Welfare: Life Insurance & A.D. and D. - \$8,000 (\$6,000).

Weekly Indemnity Plan - Effective July 1, 1978, benefits increase to a maximum of \$125 (\$100) or UIC maximum whichever is greater, payable on a 1-8-26 (1-8-13) basis.

Drug Plan - Effective January 1, 1976, employer pays 100% of cost of premium for Blue Cross 35¢ Deductible Prescription Drug Plan (\$10/\$20 deductible per year).

Dental Plan - Effective January 1, 1977, employer pays 50% of premiums for Blue Cross No. 7 Dental Plan (new).

Safety Show Allowance: \$18 (\$10) per year.

Tool Allowance: \$30 (\$25) per year.

Lear Siegler Industries, General Seating Division at Kitchener - Local 1524,
United Auto Workers (CLC): A 36-month renewal agreement effective from Jan. 18, 1976 to Dec. 31, 1978, covering 900 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/76	Jan. 1/77	Jan.
Non-Incentive & Skilled Trades	COLA Fold-in	48¢		
	General Increases	90¢	45¢	30
	Skilled Trades Adjustment	15¢	5¢	
	Labourer	\$5.75 (\$4.37)	\$6.20	\$6.5
	Tool & Die Maker	\$7.30 (\$5.77)	\$7.80	\$8.1
Incentive Rates	Base Rate (Heavy)	\$3.62 (\$3.41)	\$3.89	\$4.0
	Base Rate (Light)	\$3.43 (\$3.12)	\$3.70	\$3.8

For incentive workers the 48¢ COLA generated during the previous contract remains as a "float" on top of the above rates.

Cost of Living Allowance: Effective Jan. 1977, 1¢ for each 0.4 point rise in the Consumer Price Index (1971 equals 100) during the period Oct. 76 to Dec. 1976. Adjusted quarterly thereafter with no minimum or maximum specified. Any allowance generated will be treated as a "float".

(Previous COLA was based on a 1¢ change per 0.5 point increase in the CPI (1961 equals 100) with specified annual caps of 5¢, 6¢ and 7¢. However, for each of the last two years of the contract, the employer provided an additional 10¢, producing a total COLA of 48¢ at the conclusion of the agreement).

Paid Holidays: A floating holiday will be added in the second year of the contract for a total of 14(13) days.

Paid Vacation:	Service	Vacation	Vacation Pay
	1 year	2 weeks	4%
	3 years	2 weeks	5%
	5 years	3 weeks	6%
	8(10) years	3 weeks	7%
	12(15) years	4 weeks	8%
	17 years	4 weeks	9% (new)
	20 years	5 weeks	10%

Health and
Welfare:

Life Insurance & A.D. & D - Effective Jan. 1, 1977, \$12,000 (\$10,000) coverage.

Weekly Indemnity - Follows U.I.C. level. If U.I.C. level does not rise to \$143 (from the present \$133) in the second year of the contract and to \$153 in the third year, the employer will pay the difference.

Long Term Disability - Based on new flat rates of \$480 per month in the first year of the contract, \$525 in the second year, and \$575 in the third year. (Previously based on 50% of individual maximum insurable earnings to U.I.C. maximum of \$400).

Extended Health Care - Benefits increased as follows:

Prescription eye glasses (new) - An allowance of up to \$40 per employee and dependents every 2 years. Employer pays 100% of the added premium cost.

Hearing aids (new) - An allowance of up to \$350 on a one-time basis.

Dental Plan (new) - Effective Jan. 1, 1977, the employer will pay 100% of the premiums for the institution of a Blue Cross Dental Plan.

Pension Plan:

Basic Benefits - First year unchanged at \$6.50 per month per year of service, \$7.50 effective Jan. 1, 1977, and \$9.50 effective Jan. 1, 1978.

Minimum Requirement - The former minimum 10 years' service requirement to qualify for benefits has been eliminated for both present and past employees.

Supplemental Benefits - First year unchanged at \$6.50 per month per year of service to maximum of \$187.50, \$7.50 to maximum of \$187.50 effective Jan. 1, 1977, and \$9.50 to maximum of \$237.50 effective Jan. 1, 1978. Upon attainment of governmental pensionable age (currently 65), the supplemental benefits are reduced to \$4.30 per month per year of service to a maximum of \$107.50 in 1976 and 1977 and to \$5.45 with a maximum of \$136.25 in 1978. These diminished benefits will be further reduced by an amount equivalent to Canada Pension Plan or Old Age Security benefits received.

Transition and Survivor Benefits (new) - The plan pays \$175 per month, or \$200 if survivor has a dependent child, for up to 24 months. Amounts are to be offset by receipt of Canada Pension Plan or Old Age Security benefits, but will not be reduced below \$125 per month in the case of a designated surviving spouse or below \$100 in the case of a designated surviving parent.

Bridge Survivor Benefits - To be eligible, the spouse must be at least 45 years of age. Benefits are \$175 per month but cease upon death, remarriage or attainment of pensionable age.

Life Insurance - \$2,000 (\$1,500) coverage maintained for present and future pensioners.

Supplementary Unemployment Benefit Plan: Effective Jan. 1, 1976, the employer contributes 7¢(5¢) per hour per employee, and effective Jan. 1, 1978, 8¢. The level of benefits are to continue at a rate sufficient to maintain a laid off employee's total income, including unemployment insurance benefits, at 75% of his regular earnings level. Maximum benefit for employees electing lay off in lieu of bumping, is increased to \$75 (\$50) per week.

MACHINERY

Canadian Timken Limited at St. Thomas - Local 4906, Steelworkers (AFL-CIO.CLC):
A 36-month renewal agreement effective from February 27, 1976 to February 27, 1979, covering 320 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 29/76</u>	
	General		
	Increases		60¢
	Fold-in	20¢ "add-on" is folded into wage rates, leaving a float of 10¢ which will continue to be paid for the duration of the contract.	
	Carton Printer	\$3.800 - \$3.880 (\$3.000 - \$3.080)	
	Receiver	\$4.275 - \$4.460 (\$3.475 - \$3.660)	
	Qualified Electrician	\$5.380 - \$5.585 (\$4.580 - \$4.785)	
	Effective	<u>Feb. 27/77</u>	<u>Feb. 26/78</u>
	Increases	25¢	25¢
	Carton Printer	\$4.050 - \$4.130	\$4.300 - \$4.380
	Receiver	\$4.525 - \$4.710	\$4.775 - \$4.960
	Qualified Electrician	\$5.630 - \$5.835	\$5.880 - \$6.085

Probationary period is 45 days worked during a period of 6 consecutive months. Normally, maximum rates for Carton Printer reached after 3 months, for Receiver after 6 months and for Electrician after 2 annual increases.

Cost-of-Living Allowance: New cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1971=100) after an increase of 3% above the January 1977 Index in the first year and the January 1978 Index in the second year, to be adjusted quarterly, up to a maximum of 25¢ in the first year and a maximum of an additional 30¢ in the second year.

Shift Premiums: 0 - 14¢ - 16¢ (0 - 11¢ - 13¢). Effective Feb. 27, 1977, 0 - 16¢ - 18¢. Effective Feb. 26, 1978, 0 - 17¢ - 19¢.

Paid Holidays: One floating day is added for a total of 11 (10).

Paid Vacations: 4 weeks with vacation pay of 8% after 18 (20) years. Effective May 1, 1977, 3 weeks with vacation pay of 6% after 8 years (same) and 3 weeks with vacation pay of 7% (new) after 10 years. Effective May 7, 1978, 4 weeks with vacation pay of 9% (new) after 20 years and 5 weeks (new) with vacation pay of 10% after 30 years.

Welfare: Improvements in benefits granted by the employer in the Group Insurance and Pension Plans and separate from the negotiated agreement are as follows:

Life Insurance - \$7,000 (\$6,000). Effective March 1, 1977, \$8,000. Effective March 1, 1978, \$10,000 for employees with 5 or more years of service.

A.D.&D. - \$7,000 (new). Effective March 1, 1977, \$8,000. Effective March 1, 1978, \$10,000 for employees with 5 or more years of service.

Weekly Indemnity Plan - Effective March 1, 1976, benefits of 50% of weekly earnings with a minimum benefit of \$70 per week and a maximum benefit of \$100 per week (previously ranged from \$55 to \$75 per week), payable, as previously, on a 1-8-26 basis. Effective March 1, 1977, benefits of 50% of weekly earnings with a minimum benefit of \$80 per week and a maximum benefit of \$110 per week. Effective March 1, 1978, benefits of 66 2/3% of weekly earnings, with a minimum benefit of \$100 per week and a maximum benefit of \$133 per week.

Long Term Disability Plan - Employer pays 50% of the premiums for employees with 15 years of service for a long term disability plan which provides benefits of \$200 (\$150) per month to age 65 or until early retirement. Effective March 1, 1977, benefits are increased to \$300 per month and employees qualify for plan after 13 years of service. Effective March 1, 1978, employees qualify for plan after 10 years of service.

Dental Plan - Effective March 1, 1978, employer pays 100% of the premiums for a new basic dental plan.

Pension Plan: Effective March 1, 1977, pension benefits accumulated in the present contributory plan will be frozen for payment upon retirement. Also effective March 1, 1977, a non-contributory plan will provide additional benefits of \$10 per month per year of future service and \$4 per month per year of past service.

Hussman Store Equipment Ltd. at Brantford - Local 397, United Auto Workers (CLC):
A 12-month renewal agreement effective from Dec. 1, 1975 to Nov. 30, 1976, covering 405 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Dec. 1/75</u>
	COLA Fold-in	97¢
	General Increase	45¢
	Labourer	\$5.50 (\$4.08)*
	Electrical	\$6.53
	Maintenance	(\$5.11)*

*Previous rates include a supplemental wage increase of 5¢ per hour effective Aug. 15, 1973.

Cost of Living Allowance: Discontinued.

Health and Welfare: Life Insurance and A.D.& D. - \$10,000 (\$8,000) coverage.

Weekly Indemnity - Benefits of 70% of salary to maximum of \$133 per week (previously \$90 per week).

Pension Plan: Basic Benefit - \$6.25 (\$5.25) per month per year of service.

Bereavement Leave: Brother-in-law and sister-in-law included for 1 day's paid leave on day of funeral.

TRANSPORTATION EQUIPMENT

Daal Specialties (Canada) Ltd. at Collingwood - United Auto Workers (CLC): A 24-month renewal agreement effective from Jan. 20, 1976 to Jan. 20, 1978, covering 350 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 20/76	Jan. 20/77
	General Increases	50¢	40¢
	Additional Adjustment	20¢ for Die Repair and Transport Truck Driver	
	Assembler	\$3.85 (\$3.35)	\$4.25
	Electrician	\$4.95 (\$4.45)	\$5.35
Work on Paid Holiday:	Double time (time and one-half) for all hours worked in addition to holiday pay.		
Paid Holidays:	Full day (half day) before Christmas and New Years for a total of 11.		
Paid Vacation:	2 weeks after 1 year, 3 weeks after 5 years (both unchanged) and 4 weeks (new) after 10 years.		
Health and Welfare:	<u>Life Insurance</u> - Effective Jan. 20, 1976 coverage is increased to \$5,000 (\$3,500) and effective Jan. 20, 1977 to \$6,000. <u>Weekly Indemnity</u> - Effective Jan. 20, 1976 benefits are increased to \$70 (\$60) per week and effective Jan. 20, 1977 to \$80 per week. Benefits will now be payable from the first day of hospitalization or accident and the eighth day of illness (previously from the first day of accident and eighth day of illness). Duration of benefits - 26 weeks maximum (unchanged).		
Pension Plan (new):	To be added in the second year of the agreement.		

Davidson Rubber Company Limited at Port Hope - Local 889, Rubber Workers (AFL-CIO/CLC): A 36 - month renewal agreement effective from January 1, 1976 to December 31, 1978, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Jan. 1/77</u>	<u>Jan. 1/78</u>
	General			
	Increases	12%	8%	7%
	Labour Grade 3 (Degreaser)	\$2.95-\$3.42 (\$2.63-\$3.05) plus incentive	\$3.18-\$3.69 plus incentive	\$3.41-\$3.95 plus incentive
	Labour Grade 21 (Electrician)	\$4.86-\$5.84 (\$4.34-\$5.21)	\$5.26-\$6.30	\$5.62-\$6.74
Shift Premiums:	Effective Feb. 16, 1976, 0 - 14¢ - 18¢ (0 - 12¢ - 15¢). Effective Jan. 1, 1977, 0 - 15¢ - 20¢.			
Paid Vacations:	Effective in 1977, 3 weeks after 7 (8) years. Effective in 1978, 3 weeks after 6 years.			
Bereavement Leave:	Grandparents included in up to 3 (1) days' paid leave to attend funeral.			
Welfare:	<u>Life Insurance and AD and D</u> - \$6,000 (\$5,000). Effective January 1, 1977, \$7,000. Effective January 1, 1978, \$8,000. <u>OHIP</u> - Employer pays 100% (90%) of present cost plus 50% of increase up to a \$3.00 maximum increase for single employees and \$5 for employees with dependents.			
Safety Shoe Allowance:	Employer pays 50% of cost of 1 pair of safety shoes per year to a maximum of \$12.			

ELECTRICAL PRODUCTS

Electrohome Limited at Cambridge - Local 2345, Electrical Workers (IBEW)
(AFL-CIO/CLC): A 24-month renewal agreement effective from
October 1, 1975 to September 30, 1977, covering 315 employ-
ees, settled at the post-conciliation bargaining stage.
Duration of negotiations - 8 months.

Wages:	Effective	<u>Oct. 1/75</u>	<u>Jan. 31/76</u>	<u>May 29/76</u>
	General	8% (except		
	Increases	Gr.4, 8% plus 3¢)	9¢	9¢
	Grade 3 (includes General Assembler)	\$3.52 (\$3.26)	\$3.61	\$3.70
	Grade 15 (includes Precision Tool Maker)	\$5.91 (\$5.47)	\$6.00	\$6.09

Effective	<u>Oct. 2/76</u>	<u>Jan. 29/77</u>	<u>May 28/77</u>
General Increases	4%	14¢	14¢
Grade 3 (includes General Assembler)	\$3.85	\$3.99	\$4.13
Grade 15 (includes Precision Tool Maker)	\$6.33	\$6.47	\$6.61

Paid Holidays: Effective in 1977, February 21st will be added for a total of 12(11)days.

Paid Vacations: Effective July 1, 1977, 6 weeks (new) after 30 years.

Welfare: Life Insurance - Effective Oct. 1, 1976, \$8,500 (\$7,500).

O.H.I.P. - Employer pays 100% of premiums and 100% of any increase (previously 100% of present premium only).

Extended Health Care Plan - Effective January 1, 1976, the benefit for eyeglasses of up to \$40 per 24-month period per insured person will no longer be subject to \$25 deductible under the plan.

Canadian General Electric Company Limited at Peterborough, Guelph and Toronto,

Local 164, Technical Engineers (AFL-CIO/CLC): Four 12-month renewal agreements effective from January 1, 1976 to December 31, 1976, covering 275 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/76</u>
	Increases	\$21.60 - \$34.80 per week
	Cost-of-Living Fold-in	\$8.00 per week cost-of-living allowance is folded into wage rates
	Detailer 4 (Peterborough)	\$169.52 - \$203.20 (\$139.92 - \$173.60)
	Designer 1 (Peterborough)	\$303.98 - \$326.32 (\$261.18 - \$283.52)

Cost-of-Living Discontinued.
Allowance:

Paid 6 weeks (new) after 30 years.
Vacations:

Welfare: Weekly Indemnity Plan - Benefits of 66-2/3% of weekly earnings up to a maximum of \$133 (\$113) per week. To qualify a second time for benefits for the same illness, the employee must have been back at work for a minimum of 30(90) days.

Major Medical Plan (includes Drugs) - Deductibles reduced to \$10 (\$25) for single coverage and \$20 (\$50) for family coverage.

Pension Plan: No actuarial reduction for employees who retire at age 62, regardless of length of service (previously with 32 years of service).

Supplementary benefits up to a maximum of \$135 (\$120) per month for employees with 25 years of service and \$150 per month (new) for employees with 30 years of service.

Crouse-Hinds Canada Limited and Taylor Die and Tool Mfg. Co. Limited at London - Local 2341, Electrical Workers (IBEW) (AFL-CIO/CLC): A 12-month renewal agreement effective from November 26, 1975 to November 25, 1976, covering 217 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Mar. 1/76</u>
	General	12%
	Increases	
	Additional	15¢ for Die and Tool
	Adjustments	Makers 1 \$ 2 and Developers
	Packer	\$3.80 - \$4.02 (\$3.39 - \$3.59)
	Die and Tool	\$5.65 - \$5.93
	Maker Gr. 1	(\$4.91 - \$5.16)

Probationary period is two consecutive months. Maximum rates reached after four 3-month increases.

Paid Four weeks after 15 (17) years and 5 weeks after 25 (27) years.
Vacations:

Welfare: Weekly Indemnity Plan - Benefits of \$85 per week for all employees (previously ranged from \$65 to \$75 per week, scaled according to wage rates), payable, as previously, on a 1-4-26 basis.

CHEMICAL AND CHEMICAL PRODUCTS

Canadian Industries Limited (York Works) at Toronto - Local 13328, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 16, 1975 to November 15, 1977, covering 260 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Nov. 16/75</u>	<u>Nov. 16/76</u>
General			
Increases		10.34%	8.24%
Filler		\$5.06 (\$4.59)	\$5.48
Resin Operator - Grade II		\$6.40 (\$5.80)	\$6.93

Note: Previous rates include an interim adjustment of 24¢ per hour effective January 26, 1975.

MINING

Noranda Mines Ltd. (Langmuir Property) and Pamour Porcupine Mines Ltd. (Aunor, Hallnor and Pamour Divisions) at Pamour and other centres - Locals 4462 and 8091, United Steelworkers of America (AFL-CIO/CLC): A 21-month renewal agreement effective from Feb. 22, 1976 to Nov. 30, 1977, covering 660 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Feb. 22/76</u>	<u>Dec. 1/76</u>
Increases		34¢-46¢	30¢
<u>Aunor, Hallnor and Pamour</u>			
Labourer		\$4.60 (\$4.26)*	\$4.90
Electric Specialist		\$5.72 (\$5.26)*	\$6.02
<u>Langmuir (3% differential maintained)</u>			
Labourer		\$4.74 (\$4.38)*	\$5.05
Electric Specialist		\$5.89 (\$5.42)*	\$6.20

Upgrading - Labourers have been reclassified from Job Code 1 to Job Code 2 and Miners have been reclassified from Job Code 7 to Job Code 9.

*Previous rates include a 21¢ cost of living adjustment incorporated into the wage structure during the previous agreement

Settlement Pay: \$150 lump sum payment for employees who were on the payroll Dec. 1 1975 and were still on the payroll at the time of settlement.

Cost of Living Allowance: If the Consumer Price Index for Oct. 1976 exceeds that of Oct. 1975 by more than 8%, an adjustment of 1% for each 1% rise in the CPI in excess of the 8% will be made and incorporated into the wage structure in Dec. 1976. (Previously 1¢ per 0.4 rise in the CPI from Dec. 1974 to June 1975).

Shift Premiums: 0-10¢-14¢ (0-8¢-12¢).

Sunday Premium (new): 20¢ per hour.

Paid Vacation: 2 weeks after 1 year of service (unchanged), 3 weeks after 10(12) years, 4 weeks after 20(25) years, and 5 weeks after 30 years (unchanged).

Health and Welfare: Weekly Indemnity - \$100 (\$85) per week on a 1-4-26 basis with no UIC "carve-out". Effective Dec. 1, 1976, \$110 per week.

Extended Health Care - Family optical benefits are added to the Blue Cross Plan and provide an allowance of \$40 for each employee and dependents every 24 months (new).

Severance Continuity Plan (new): Employees with a minimum of 2 years of service who are placed on permanent layoff are eligible for severance pay on the basis of \$1.50 times age times years of service.

Pamour Porcupine Mines, Ltd. (Schumacher Division) at Schumacher - Local 4440, United Steelworkers of America (AFL-CIO/CLC): A 21-month renewal agreement effective from Feb. 22, 1976 to Nov. 30, 1977, covering 525 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	Feb. 22/76	Dec. 1/76
	Increases	27¢-44¢	30¢
	Job Class 3 (includes Mine Helper)	\$4.60 (\$4.33)*	\$4.90
	Job Class 17 (includes Electric Specialist)	\$5.72 (\$5.28)*	\$6.02

*Previous rates include cost of living adjustments totalling 29¢ which were incorporated into the wage structure during the previous agreement.

Settlement Pay: \$150 lump sum payment for employees who were on the payroll Dec. 1, 1975 and were still on the payroll at the time of settlement.

Cost of Living Allowance: If the Oct. 1976 Consumer Price Index exceeds that of Oct. 1975 by more than 8%, an adjustment of 1% for each 1% rise in the CPI in excess of the 8% will be made and incorporated into the wage structure in Dec. 1976. (Previously 1c per 0.4 rise in the CPI adjusted monthly).

Shift Premiums: 0-10¢-14¢ (0-8¢-12¢).

Paid Holidays: Employee's birthday added for a total of 10.

Paid Vacation: 2 weeks after 1 year of service (unchanged), 3 weeks after 10(12) years, 4 weeks after 20(25) years and 5 weeks after 30 years (unchanged).

Health and Welfare: Weekly Indemnity - \$100 (\$90) per week on a 1-4-52 (4-4-52) basis; effective Dec. 1, 1976, \$110 per week.

Extended Health Care - Family optical benefits are added to the Blue Cross Plan and provide an allowance of \$40 for each employee and dependents every 24 months (new).

Severance Continuity Plan (new): Employees with a minimum of 2 years of service who are placed on permanent layoff are eligible for severance pay on the basis of \$1.50 times age times years of service.

RETAIL TRADE

Liquor Control Board of Ontario and Liquor Licence Board of Ontario - Liquor Control Board of Ontario and Liquor Licence Board of Ontario Employees' Association (Ind.): A 24-month renewal agreement effective from July 1, 1975 to June 30, 1977, covering 3,500 employees, settled at the arbitration stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>July 1/75</u>	<u>Jan. 1/76</u>	<u>July 1/76</u>
General Increases		15%	5%	10%
			(non-compounded)	
<u>Annual Rates</u>				
Clerk Grade 1 (Head Office, 36½ hrs per wk.) 3(4) steps to maximum		\$6,663-\$7,234 (\$5,577-\$6,290)*	\$6,953-\$7,548	\$7,648-\$8,303
Licence Inspector 2 (40 hrs per week) 4 steps to maximum (unchanged)		\$13,711-\$15,431 (\$11,923-\$13,418)*	\$14,307-\$16,102	\$15,738-\$17,712

*Previous rates include an unscheduled cost of living adjustment of 3% made Aug. 1, 1974.

Retroactivity: Wage increases only are retroactive. Other changes are effective Feb. 25, 1976, the date of the arbitration award.

Shift Premium (new): \$2.50 per shift for stationary engineers and night watchmen for shifts commencing at 12.00 noon or thereafter.

Overtime: Double time (time and one-half) on second day of rest.

Paid Vacation: 3 weeks after 1 year of service (unchanged), 4 weeks after 10(15) years and 5 weeks after 20(25) years.

Health and Welfare: Life Insurance - Coverage of 75% of basic salary or \$12,000, whichever is greater. (Previously 75% of annual salary with a minimum of \$7,500).

Long Term Income Protection Plan - Employer pays 85% (75%) of premium.

Supplemental Medical Plan - Employer pays 100% (90%) of premium.

Bereavement Leave: Definition of "immediate family" extended to include brother-in-law and sister-in-law for up to 3 days' paid leave.

Safety Shoes: Employer pays 100% (50%) of cost of safety shoes for warehouse employees.

EDUCATION AND RELATED SERVICES

Carleton Board of Education at Carleton County - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ontario Teachers' Federation): An 8-month renewal agreement effective from Jan. 1, 1976 to Aug. 31, 1976, covering 1,110 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

The agreement calls for an increase of 20.75% of the total compensation package. No other details are available pending approval by the Anti-Inflation Board.

Ottawa Board of Education at Ottawa - Local 1400, Canadian Union of Public Employees (CLC) (office employees): A 13-month renewal agreement effective from Mar. 1, 1976 to Mar. 31, 1977, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages: Effective Mar. 1/76

General Increase 12%

Annual Rates

Group G	\$6,604-\$7,954
Library Page	(\$5,896-\$7,102)
Group B	\$9,787-\$11,460
Head Secretary	(\$8,738-\$10,232)
Group I	\$14,704-\$17,500
Programmer Analyst	(\$13,129-\$15,625)

Settlement Pay: A lump sum payment of \$100 to cover the period Jan. 1, 1976 to Feb. 29, 1976.

Paid Vacation:	<u>Service</u>	<u>Vacation</u>
	1 year	15 working days (unchanged)
	6 years	16 working days (unchanged)
	7 years	17 working days (unchanged)
	8 years	18 working days (unchanged)
	9 years	19 working days (unchanged)
	10 years	20 working days (unchanged)
	24(25) years	25 working days

Health and Welfare: Employer contribution to the entire health and welfare plan is increased to 80% (75%) of costs.

Sudbury Board of Education - Ontario Secondary School Teachers' Federation (Ontario Teachers' Federation): A 12-month renewal agreement effective from Sept. 1, 1975 to Aug. 31, 1976, covering 905 employees, settled at the mediation stage. Duration of negotiations - 13 months.

Wages: Effective Sept. 1/75

Annual Rates

Teacher Category 1	\$10,970-\$18,560
0-10 years	(\$7,700-\$15,020)
Teacher Category 4	\$13,280-\$23,600
0-12 years	(\$9,400-\$19,396)

Principals

(A) Less than 600 Students	\$28,834-\$30,634 (\$24,892-\$26,692)
(B) More than 600 Students	\$30,571-\$32,371 (\$26,525-\$28,325)

Note: Implementation of the new wage grid, as indicated above, is subject to approval by the Anti-Inflation Board. Pending that review, a limited increase of 10% over the previous contract rates has been put into effect.

Annual Department Head

Allowances:

Major \$1,500-\$2,200
(\$1,300-\$2,000)

Minor \$1,300-\$1,700
(\$1,100-\$1,500)

Coordinator \$3,300
(\$2,800)

Master Teacher \$25,254-\$26,754
(i.e. Consultants) (\$21,312-\$22,812)

Health and Life Insurance - Employer pays 75% (66 2/3%) of premium.
Welfare:

Dental Plan - Employer pays 75% (50%) of premium.

Wellington County Board of Education - Ontario Secondary School Teachers' Federation (Ontario Teachers' Federation): An 8-month renewal agreement effective from Jan. 1, 1976 to Aug. 31, 1976, covering 510 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages: Effective Jan. 1/76

Annual Rates

Teacher (Category 1) \$11,000-\$18,600
0-12 years (\$9,585- \$16,510)

Teacher (Category 4) \$13,000-\$23,500
0-11(13) years (\$11,390-\$20,925)

Principal
(A) 500 or more students or \$30,100-\$32,900
Special Educational (\$27,150-\$29,950)
Schools;
0-4 years

(B) Less than 500 students \$29,400-\$31,500
0-3(4) years (\$25,445-\$28,245)

Annual Department Head

Allowances:

Major Head & Director \$2,200 (\$1,900)
Minor Head \$1,700 (\$1,500)

Consultant \$2,200-\$3,700
0-5 years (no set allowance in previous contract)

Health and Employer Contribution - Employer pays 80% (75%) of the premiums
Welfare: for O.H.I.P., Group Life Insurance, Blue Cross Semi-Private,
Blue Cross Extended Health Care and the dental plan.

LOCAL ADMINISTRATION

Hamilton City Corporation - Local 167, Canadian Union of Public Employees (CLC) (inside employees): A 12-month renewal agreement effective from February 1, 1976 to January 31, 1977, covering 371 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 1/76</u>
	General	
	Increases	10%
	Clerk Typist 3	\$146.11 - \$157.94 (\$132.83 - \$143.58)
	Draftsman 1	\$242.95 - \$290.96 (\$220.86 - \$264.51)
	Systems Analyst	\$387.57 - \$461.67 (\$352.34 - \$419.70)

Probationary period is 60 working days. Annual increases granted on merit. Maximum rates for a Clerk Typist 3 may be reached after 2 annual increases and for a Draftsman 1 and Systems Analyst after 4 annual increases.

Paid Vacations: Effective January 1, 1977, 3 weeks after 3(5) years, 4 weeks after 11(14) years and 5 weeks after 20(25) years.

Welfare: Dental Plan - Effective within 6 months, employer will pay 100% of the premiums for a new basic dental plan.

Hamilton City Corporation - Local 5, Canadian Union of Public Employees (CLC) (outside employees): A 12-month renewal agreement effective from Jan. 16, 1976 to Jan. 15, 1977, covering 565 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

New provisions will not be implemented until the Anti-Inflation Board has reviewed the settlement.

Wages:	Effective	<u>Jan. 16/76</u>
	General Increase	10.4%
	Labourer	\$5.62 (\$5.09)
	Carpenter	\$6.37 (\$5.77)

Shift Premiums: 0-23¢-24¢ (0-21¢-21¢).

Stand-by Pay: 3(2) hours of straight time pay for each weekday night and 6(4) hours of straight time pay for each Saturday, Sunday or statutory holiday.

Paid Vacation: 2 weeks after 1 year of service (unchanged), 3 weeks after 3(5) years, 4 weeks after 11(14) years, 5 weeks after 20(25) years and 6 weeks after 30 years (unchanged).

Health and Welfare: Dental Plan (new) - Coverage is for employee and dependents with the employer paying 100% of the premiums.

Sick Leave Gratuity: A gratuity equal to one-half of the bank of unused sick leave days to a maximum of 3 months for employees with 7 (10) years of service and to a maximum of 6 months for employees with 12(15) years of service will be paid upon termination of employment except by discharge.

Sudbury City Corporation (Parks and Recreation Dept.) - Local 6, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1977, covering 222 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan.1/76</u>	<u>Jan.1/77</u>
	General	48¢	46¢
	Increases		
	Labourer-Permanent	\$5.07 (\$4.59)	\$5.53
	Electrician A	\$7.10 (\$6.62)	\$7.56

Paid Vacations: 3 weeks after 1 (4) years, 4 weeks after 4 (9) years and 5 weeks after 9 (19) years.

Welfare: Dental Plan - Employer pays 100% of the premiums for the basic dental plan - Blue Cross #7, based on the 1975 (1974) Ontario Dental Association schedule of fees.

Addendum

November 1975 Settlement

TRANSPORTATION EQUIPMENT

Essex International of Canada Limited at St. Thomas - Local 2245, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from February 6, 1975 to February 6, 1978, covering 300 employees, settled at the bargaining stage and ratified in November, 1975. Previous agreement was to expire February 5, 1976. Duration of negotiations - 1 month.

Wages:	Effective	<u>Feb. 6/75</u>	<u>Feb. 6/76</u>	<u>Feb. 6/77</u>
General				
Increases		12¢	20¢	15¢
Additional		5¢ - 10¢ for	5¢ - 10¢ for	5¢ - 10¢ for
Adjustments		skilled trades	skilled trades	skilled trades
Cutter		\$2.52	\$2.72	\$2.87
Operator		(\$2.40)*		
Electrician		\$4.88	\$5.18	\$5.43
"A"		(\$4.66)		

Note: Previous rates include an interim adjustment of 18¢ per hour effective August 19, 1974.

Paid Vacations: Vacation pay of 7% (new) after 12 years.

Bereavement
Leave: One day's paid leave (new) granted to attend funeral upon death of brother-in-law, sister-in-law, son-in-law and daughter-in-law.

Anti-Inflation Board Rulings in February 1976

Company	Reference	Action
Globe and Mail Limited, Toronto	Nov. 75, p. 395	Allowed
Canadian Pittsburgh Industries Limited, Owen Sound	Nov. 75, p. 401	Disallowed

Note: Actions refer to settlements covering 200 or more employees previously published in the Monthly Settlements Report. This list includes only those rulings which have come to the attention of the Ministry of Labour, and it may be incomplete.

Negotiations in Progress during February 1976 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage*
Anthes Steel, Toronto	Auto Workers (CLC)	290	B
Atlas Steels Company (Div. of Rio Algom Mines Ltd.), Welland	National Council of Canadian Labour (Canadian Steel-workers Union)	1,500	B
Bata Industries (Bata Engineering Div.), Batawa	Machinists (AFL-CIO/CLC)	200	B
Benn Iron Foundry Ltd., Wallaceburg	Auto Workers (CLC)	220	B
Benson and Hedges (Canada) Ltd. (Benson and Hedges Tobacco Co. Div.), Brampton	Tobacco Workers (AFL-CIO/CLC)	320	B
Brantford General Hospital and St. Joseph's Hospital, Brantford	Service Employees (AFL-CIO/CLC)	348	B
Canada Packers Ltd., (York Farms Div.), Brantford	Foodworkers (AFL-CIO/CLC)	210	B
Canada Starch Co. Ltd., Cardinal	Retail Wholesale Employees (AFL-CIO/CLC)	380	CO
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO/CLC)	215	B
Canada Wire & Cable Ltd., Simcoe	Steelworkers (AFL-CIO/CLC)	239	B
Canadian Admiral Corporation Limited, Port Credit	Electrical Workers (IUE) (AFL-CIO/CLC)	800	B
Canadian Building Materials and other companies, Toronto, Hamilton, London and other centres, Southwestern Ontario	Teamsters (Ind.)	1,235	B
Canadian Carborundum Co. Ltd., Niagara Falls	Steelworkers (AFL-CIO/CLC)	300	B
Canadian Industries Ltd., Cornwall	Steelworkers (AFL-CIO/CLC)	200	PCB
Canadian Shipbuilding and Engineering Limited, Collingwood	Steelworkers (AFL-CIO/CLC)	990	B
Canron Ltd. (Burlington Plant), Hamilton	Steelworkers (AFL-CIO/CLC)	200	B
Central Hospital and other Hospitals, Toronto	Canadian Union of Operating Engineers (CCU)	230	B
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	212	ARB
Concrete and Drain Contractors Association (Residential) Toronto Area	Labourers (AFL-CIO/CLC)	250	B
Consolidated-Bathurst Packaging Ltd., Hamilton, St. Thomas, Whitby	Woodworkers (AFL-CIO/CLC)	555	B
Council of Printing Industries of Canada, Toronto	Graphic Arts (AFL-CIO/CLC)	1,000	CO
Crothers Ltd., Toronto	Auto Workers (CLC)	200	CO
Dare Foods Ltd., (Biscuit Div.), Kitchener	Bakery Workers (AFL-CIO/CLC)	250	B

See page for definitions of codes.

Negotiations in Progress during February 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Domtar Fine Papers Ltd., Cornwall	Paperworkers (CLC)	1,300	WS
Domtar Packaging Ltd. (Red Rock Div.), Red Rock	Paperworkers (CLC)	480	WS
Dow Chemical of Canada Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	820	B
Dubreuil Brothers, Dubreuilville	Employees Assn. (Ind.)	276	B
Durham Regional Police	Police Assn. (Ind.)	277	B
Durham Region Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn.	390	B
Eaton Yale Ltd., (Suspension Div.), Chatham	Auto Workers (CLC)	625	B
Eddy Match (Eddy Match and Industrial Products Div.), Pembroke	Carpenters (AFL-CIO/CLC)	200	B
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, etc.)	510	B
Etobicoke Borough Corporation	CUPE (CLC) (outside empls.)	665	B
Etobicoke Borough Corporation (Fire Dept.)	Firefighters (AFL-CIO/CLC)	345	B
Etobicoke General Hospital	Service Empls. (AFL-CIO/CLC)	300	ARB
Extendicare Ltd., London, Mississauga, North York, Oakville, Peterborough, St. Catharines, Scarborough, Sudbury and Ottawa	Service Empls. (AFL-CIO/CLC)	800	B
Falconbridge Nickel Mines Ltd., Falconbridge	Steelworkers (AFL-CIO/CLC)	520	B
Ferranti-Packard Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	300	B
Fiberglass Canada Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	595	CO
Firestone Steel Products of Canada	Auto Workers (CLC)	260	WS
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn.	217	F
Gabriel of Canada Ltd., Long Branch	Machinists (AFL-CIO/CLC)	565	CO
General Aviation Services Ltd., Toronto	Machinists (AFL-CIO/CLC)	236	B
General Signal Appliances, Welland	Steelworkers (AFL-CIO/CLC)	265	B
Goodyear Tire and Rubber Co. of Canada Ltd., Owen Sound	Rubber Workers (AFL-CIO/CLC)	230	B
Greb Industries (Bauer Shoe & Skate Div.), Kitchener	Shoe Workers (AFL-CIO/CLC)	288	B
Gulf Oil Canada Ltd., (Clarkson Refinery), Mississauga	Oil and Chemical Workers (AFL-CIO/CLC)	350	PCB
Halton Regional Police, Burlington, Milton, Oakville, Georgetown	Police Assn. (Ind.)	250	B
Hamilton City Board of Education	CUPE (CLC)	300	CO

Negotiations in Progress during February 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Hamilton City Corporation	Fire Fighters (AFL-CIO/CLC)	411	B
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	600	B
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (outside empls.)	218	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Cath. Teachers' Assn. and Assn. de Enseignants Franco- Ontariens (Ont. Teachers' Fed.)	1,050	B
Heinz, H.J., Company of Canada Ltd., Leamington	Foodworkers (AFL-CIO/CLC)	850	B
Honeywell Ltd., Scarborough	Auto Workers (CLC)	600	B
Hoover Co. Ltd., Burlington	Electrical Workers (U.E.) (CLC)	200	PCB
Howden Parsons Ltd., Toronto	Boilermakers (AFL-CIO/CLC)	360	B
Imperial Leaf Tobacco of Canada Ltd., Aylmer	Chemical Workers (AFL-CIO/ CLC)	225	CO
International Malleable Iron Co., Guelph	Steelworkers (AFL-CIO/CLC)	210	B
ITT Grinnell Co. of Canada, Toronto	Steelworkers (AFL-CIO/CLC)	220	CO
Kent County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ont. Teachers' Fed.)	500	B/WS
Kingston City Corporation (Rideaucrest Home for the Aged)	CUPE (CLC)	280	CO
Kitchener City Corporation (Works, Recreation & Arena), Kitchener	CUPE (CLC)	275	B
Lake Ontario Steel Company Ltd., Whitby	Steelworkers (AFL-CIO/CLC)	500	PCB
Lakehead Board of Education, Thunder Bay	Service Empls. (AFL-CIO/CLC)	275	B
Lever Detergents Ltd., Toronto	Chemical Workers (AFL-CIO/ CLC)	450	B
Lincoln County Board of Education, St. Catharines	CUPE (CLC) (full-time and part-time empls.)	348	B
Loblaws Ltd., Toronto and other centres	Retail Employees (CLC) (full-time and part-time empls.)	6,700	B
London Board of Education	CUPE (CLC) (office, clerical and technical empls.)	320	B
London Board of Education	Ont. Secondary School Teachers' Fed.	1,200	B

Negotiations in Progress during February 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
London City Corporation	CUPE (CLC) (office, clerical & technical empls.)	345	B
London City Corporation	CUPE (CLC)	540	CO
London City Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	290	B
London City Public Utilities Commission	CUPE (CLC)	400	CO
London and Middlesex County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (Ont. Teachers Fed.)	450	F
McGraw-Edison of Canada Ltd. (Simplicity and Speed Queen Division), Cambridge	Electrical Workers (IUE)(AFL- CIO/CLC)	500	B
Marsland Engineering Ltd., Waterloo	Auto Workers (CLC)	550	CO
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (inside empls.)	1,200	B
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (uni- formed police dept. empls.)	4,600	B
Metropolitan Toronto House Wreckers Association	Labourers (AFL-CIO/CLC)	500	B
Metropolitan Toronto Road Builders Association	Operating Engineers (AFL- CIO/CLC)	500	B
Metropolitan Toronto Road Builders Association	Teamsters (Ind.) Labourers (AFL-CIO/CLC)	500	B
Metropolitan Toronto School Board	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ont. Teachers' Fed.)	8,600	ARB
Metropolitan Toronto Sewer and Water- main Contractors Association	Teamsters (Ind.) Labourers (AFL-CIO/CLC)	500	B
Ralph Milrod Metal Products Ltd., Mississauga	Machinists (AFL-CIO/CLC)	338	B
Mississauga Town Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	210	B
Motor Wheel Corporation of Canada Ltd., Chatham	Auto Workers (CLC)	600	B
Nabisco Ltd. (Christies' Bread Div.), Toronto	Bakery Workers (AFL-CIO/CLC)	250	B
National Capital Roadbuilders Associa- tion, Ottawa	Various unions	425	B
Neilson, William, Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	850	CO
Niagara Falls City Corporation	CUPE (CLC)	450	B
Niagara Regional Municipality	CUPE (CLC)	350	B

Negotiations in Progress during February 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Niagara Regional Municipality (Homes for the Aged), St. Catharines	CUPE (CLC) (non-medical empls.)	530	B
Niagara South Board of Education, Welland	CUPE (CLC)	450	B
North York Borough Board of Education, Willowdale	CUPE (CLC) (caretakers and matrons)	850	B
North York Borough Board of Education, Willowdale	CUPE (CLC) (office, clerical and technical empls.)	750	B
North York Borough Corporation, Willowdale	CUPE (CLC) (office, clerical, technical and service empls.)	380	B
North York Borough Corporation, Willowdale	CUPE (CLC) (outside empls.)	705	B
North York Borough Corporation, Willowdale	Fire Fighters (AFL-CIO/CLC)	520	B
Northern Telecom, Belleville, Kingston and London	Auto Workers (CLC) (hourly rated empls.)	2,200	B
Northern Telecom, Belleville, Bramalea, Kingston and London	Auto Workers (CLC) (technical, office and clerical empls.)	1,290	CO
Northern Telecom, Bramalea	Electrical Workers (UE)(CLC)	1,420	B
Northern Wood Preservers Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC)	300	PCB
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Employees' Union (OPSEU)(CLC) (support staff empls.)	2,750	B
Ontario Government	Ontario Provincial Police Assn. (Ind.)	3,890	B
Ontario Government	OPSEU (CLC) (clerical services category)	9,740	ARB
Ontario Government	OPSEU (CLC) (general administration category)	4,895	ARB
Ontario Government	OPSEU (CLC) (general operational services category)	5,330	ARB
Ontario Government	OPSEU (CLC) (institutional care and correctional services category)	9,355	ARB
Ontario Government	OPSEU (CLC) (maintenance services category)	6,010	ARB
Ontario Government	OPSEU (CLC) (office services category)	7,455	ARB

Negotiations in Progress during February 1976 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ontario Government	OPSEU (CLC) (scientific and professional category)	3,555	ARB
Ontario Government	OPSEU (CLC) (technical services category)	5,380	ARB
Ontario Government (Ministry of Education and Ministry of Health)	Special Education Contract Teachers' Assn. and Ontario Hospital Schools Teachers' Assn. (Ind.)	650	B
Ontario Housing Corp., Toronto	CUPE (CLC)	650	MED
Ontario Jockey Club (Thoroughbred Div.)	Service Empls. (AFL-CIO/CLC) (groundsmen and mutual empls.)	300	B
Ontario Malleable Iron Co. Ltd., Oshawa	Steelworkers (AFL-CIO/CLC)	200	WS
Ontario Masonry Industry Employers Council	Bricklayers (AFL-CIO/CLC)	4,000	B
Ontario Minnesota Pulp and Paper Co. Ltd., Fort Frances and Kenora	Various unions	1,575	WS
Ontario Produce Co. (Oshawa Group Food Div.), Toronto & Malton	Teamsters (Ind.)	400	B
Oshawa General Hospital	CUPE (CLC)	409	B
Otis Elevator Company Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	525	B
Ottawa Board of Education	Empls. Assn. (Ind.) (main-tenance, services and plant operations empls.)	900	CO
Ottawa Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ont. Teachers' Fed.)	1,150	B
Ottawa-Carleton Regional Transit Commission, Ottawa	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,000	B
Ottawa City Corporation	Fire Fighters (AFL-CIO/CLC)	500	B
Ottawa City Corporation	Police Assn. (Ind.)	685	B
Ottawa City and Ottawa-Carleton Regional Municipality, Ottawa	CUPE (CLC)	3,870	B
Ottawa Civic Hospitals and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	15,395	B
Philips Electronics Industries, East York	Electrical Workers (IBEW) (AFL-CIO/CLC)	200	B
Pipe Line Contractors Association of Ontario	Operating Engineers (AFL-CIO/CLC)	450	B
Polysar Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	1,530	CO

Negotiations in Progress during February 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Port Arthur Shipbuilding Co., Thunder Bay	Steelworkers (AFL-CIO/CLC)	220	B
Port Weller Dry Docks Ltd., Port Weller	Electrical Workers (IBEW) (AFL-CIO/CLC)	500	B
Quaker Oats Co. of Canada (Pet Food Div.), Trenton	Foodworkers (AFL-CIO/CLC)	250	B
Reed Ltd. (Furniture Div.), Toronto	Cdn. Union of Industrial Empls.	350	B
Reed Ltd., Dryden	Paperworkers (CLC) and Operating Engineers (AFL-CIO/CLC)	875	B
Renfrew County Board of Education, Pembroke	CUPE (CLC)	205	B
Rowntree Mackintosh Canada, Ltd., Toronto	Retail, Wholesale Empls. (AFL-CIO/CLC)	605	B
Royal York Hotel (C.P. Hotels), Toronto	Hotel Empls. (AFL-CIO/CLC)	870	B
St. Catharines City Corporation (Arena, City Hall, Parks and Recreation and Works Depts.)	CUPE (CLC) (equipment operators, maintenance and service empls.)	200	B
St. Mary's of the Lake Hospital, Kingston	St. Mary's of the Lake Empls. Assn.	220	B
St. Vincent Hospital, Ottawa	International Operating Engineers (AFL-CIO/CLC)	500	CO
Salada Foods, Etobicoke	Bakery Workers (AFL-CIO/CLC)	250	B
Sault Ste. Marie Board of Education	CUPE (CLC)	200	CO
Sault Ste. Marie Board of Education	Ontario Secondary School Teachers' Fed. (Ontario Teachers' Fed.)	408	MED
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls.)	690	B
Scarborough Borough Corporation	CUPE (CLC) (office, clerical and technical empls.)	376	B
Scarborough Borough Corporation	CUPE (CLC) (outside empls.)	620	B
Scarborough Borough Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	351	B
Scarborough Public Utilities Commission (Hydro, Water & Garage), Scarborough	Electrical Workers (IBEW) (AFL-CIO/CLC)	220	B
Shell Canada Ltd. (Sarnia Refinery)	Oil Workers	200	CO
Silverwood Dairies Ltd., Toronto	Retail, Wholesale Empls.	500	B
Simcoe County Board of Education, Barrie	CUPE (CLC) (maintenance & service empls. and bus drivers)	320	B

Negotiations in Progress during February 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Simcoe County Board of Education, Barrie	OPSEU (CLC) (office, clerical and technical empls.)	200	B
Simplicity Products (Div. of McGraw-Edison), Cambridge	Electrical Workers (IUE) (AFL-CIO/CLC)	422	B
Sklar Manufacturing Ltd., Whitby	Upholsterers (AFL-CIO/CLC)	630	B
Slater Steel Industries Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	212	CO
Stanley Works of Canada, Hamilton	Steelworkers (AFL-CIO/CLC)	236	B
Sterling Packaging Products, Scarborough	Printing & Graphic Union (AFL-CIO/CLC)	220	B
Stormont, Dundas and Glengarry Counties Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ont. Teachers' Fed.)	560	B
Stormont, Dundas and Glengarry Roman Catholic School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ont. Teachers' Fed.)	550	B
Sudbury District Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (Ont. Teachers' Fed.)	1,050	B
Sudbury Regional Municipality	CUPE (CLC) (maintenance and service empls.)	200	CO
Sunnybrook Hospital and other hospitals, Toronto and other centres	Service Empls. (AFL-CIO/CLC)	8,000	B
Thunder Bay City Corporation	CUPE (CLC) (drivers, maintenance empls. and equipment operators)	450	B
Thunder Bay City Corporation	CUPE (CLC) (office, clerical, technical empls.)	300	B
Timmins District Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn.	275	B
Toronto and District Marble Tile and Terrazzo Contractors Association	Terrazzo Workers (AFL-CIO/CLC)	200	B
Toronto and District Ready Mix Companies, Toronto	Teamsters (Ind.)	670	B
Toronto Asphalt and Concrete Constructors Association	Teamsters (Ind.) Labourers (AFL-CIO/CLC)	400	B
Toronto Board of Education	CUPE (CLC) (caretakers, etc.)	610	B

Negotiations in Progress during February 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Toronto City Board of Education (Public Schools Sector)	CUPE (CLC) (office and cler- ical empls.)	250	CO
Toronto Board of Education, Toronto	CUPE (CLC)	308	B
Toronto City Corporation	CUPE (CLC) (inside empls.)	2,000	B
Toronto City Corporation	CUPE (CLC) (outside empls.)	2,200	B
Toronto City Corporation	Fire Fighters (AFL-CIO/CLC)	1,305	B
Toronto Construction Association (General Contractors Section)	Operating Engineers (AFL- CIO/CLC)	500	B
Toronto Metropolitan	CUPE (CLC) (inside empls.)	3,425	MED
Toronto Metropolitan	CUPE (CLC) (outside empls.)	1,935	MED
Toronto Spring Manufacturers, Toronto	Steelworkers (AFL-CIO/CLC)	350	B
Toronto Star	Newspaper Guild (AFL-CIO/CLC)	1,650	B
Union Carbide Canada Ltd., Welland	Electrical Workers (UE) (CLC)	500	B
Union Gas Ltd., Southwestern Ontario	Chemical Workers and Oil Workers (AFL-CIO/CLC)	1,090	CO
Uniroyal Ltd., Kitchener and Guelph	Rubber Workers (AFL-CIO/CLC)	500	B
University of Ottawa, Ottawa	Assn. of Professors of University of Ottawa (Ind.)	830	B
University of Toronto, Toronto	Graduate Assistants Assn. (Ind.)	2,015	MED
Venus Electric Ltd., Toronto	Machinists (AFL-CIO/CLC)	300	CO
Victoria Hospital, London	Office Empls. (AFL-CIO/CLC)	300	B
Victoria Hospital and other hospitals, London and area	Service Empls. (AFL-CIO/CLC) (non-medical empls.)	2,245	B
Waterloo Regional Police	Police Assn. (Ind.)	398	B
Welland County General Hospital	Service Empls. (AFL-CIO/CLC)	302	B
Wellington County Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ont. Teachers' Fed.)	640	B
Wentworth County Board of Education	CUPE (CLC)	225	B
Wentworth County Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ont. Teachers' Fed.)	535	B
Wentworth County Board of Education	Ont. Secondary School Teach- ers' Fed. (Ont. Teachers' Fed.)	500	B
Westinghouse Canada Ltd., Hamilton	Electrical Workers (U.E.) (CLC)	3,025	B

Negotiations in Progress during February 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Westinghouse Canada Ltd., London	Electrical Workers (UE)(CLC)	350	B
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (Ont. Teachers' Fed.)	740	MED
Windsor City Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	284	ARB
Windsor City Police (Unit A)	Police Assn. (Ind.)	340	B
York County Board of Education, Aurora	CUPE (CLC)	290	MED
York Borough Board of Education	CUPE (CLC)	250	B

More Than One Province

Air Canada, system-wide**	Air Line Pilots (Ind.)	1,420	B
Bell Canada, Quebec and Ontario**	Canadian Telephone Empls. (Ind.) (craft and service empls.)	14,480	B
CBC, Canada-wide**	Broadcast Empls. (NABET) (AFL-CIO/CLC)	2,420	CB
CBC, Canada-wide**	CUPE (CLC) (office & professional empls.)	2,200	PCB
CBC, Canada-wide**	CUPE (CLC) (stage hands, etc.)	1,840	PCB
CN Rail, Canada-wide (except Newfoundland)**	Locomotive Engineers (Ind.)	1,845	B
CN Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggagemen, etc.)	8,720	CB
CN Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (firemen & enginemen)	1,805	CB
CP Air, system-wide**	Air Line Pilots (Ind.)	610	B
CP Air, system-wide**	Railway Clerks (AFL-CIO/CLC)	1,350	B(R)
CP Rail, Atlantic, Eastern, Prairie and Pacific Regions**	Locomotive Engineers (Ind.)	1,700	B
CP Rail, system-wide**	United Transportation Union (AFL-CIO/CLC) (conductors, baggagemen, etc.)	5,825	CB
CP Rail, Atlantic, Eastern, Prairie and Pacific Regions**	United Transportation Union (AFL-CIO/CLC) (firemen & hostlers)	600	CB

** Federal jurisdiction.

Negotiations in Progress during February 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Canada Packers Ltd. and Wilsil Ltd., P.E.I., Que., Ont., Man., Sask., Alta., and B.C.	Foodworkers (AFL-CIO/CLC)	5,500	B
Canadian General Electric Co. Ltd., Montreal and Quebec, Que. and Cobourg, Oakville, Peterborough and Toronto, Ont.	Electrical Workers (IUE) (AFL-CIO/CLC)	3,555	MED
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Marine Officers (AFL-CIO/ CLC)	550	B
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Merchant Service Guild (CLC) (deck offices)	500	B
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Seafarers (AFL-CIO-CLC) (unlicensed personnel)	3,750	B
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal, Que.	Graphic Arts Union (AFL- CIO/CLC)	1,685	MED
Dominion Stores Ltd., Northern Ontario and Quebec	Retail, Wholesale Empls. (AFL-CIO/CLC)	1,025	B
Government of Canada (Treasury Board)**	Air Traffic Empls. (CLC)	2,200	B
Government of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal super- visors)	3,580	B
Government of Canada (Treasury Board)**	Canadian Postmasters Assn. (Ind.) (revenue postal operations group)	8,210	B
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (AFL-CIO/CLC) (printing operations group - non-supervisory empls.)	1,230	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (defence scientific support group)	510	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (meteorology group)	510	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (translation group)	895	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (veterinary science group)	550	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (administrative services group)	4,015	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (auditing group)	2,470	B

* Federal jurisdiction.

Negotiations in Progress during February 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (clerical and regulatory group)	46,365	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (communications group)	835	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (data processing group)	2,500	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (education group)	3,500	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (financial admin- istration group)	1,270	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (general services group, supervisory and non-supervisory)	13,820	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (information ser- vices group)	845	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (office equipment operations group)	695	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (primary products inspection group)	2,530	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (programme admin- istration group)	20,185	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (purchasing & supply group)	1,190	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (secretarial, stenographic & typing group)	12,400	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (welfare programme group)	1,510	B
House of Seagrams (Various Distilleries), N.B., Que., Ont. & Man.	Distillery Workers (AFL- CIO/CLC)	1,100	B
National Research Council, Canada-wide**	Professional Institute (Ind.) (research officer and research officer council grades)	725	B

** Federal jurisdiction.

Negotiations in Progress during February 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Northern Telecom, N.S., N.B., Que., and Ont.	Canadian Union of Communications Workers (Ind.)	600	B
Northern Telecom, Ont., Man., Sask. and Alta.**	Communications Workers of Canada (CLC)	1,350	CO
Railway Assn. of Canada (CN, CP Rail and other companies), system-wide**	Non-operating Railway Unions (AFL-CIO/CLC)	21,000	CB
Railway Assn. of Canada (CN and CP jointly owned companies), system-wide**	Railway, Transport & General Workers (CLC) and 7 other unions (AFL-CIO/CLC)	55,760	CB
St. Lawrence Seaway Authority, Quebec and Ontario	Railway, Transport & General Workers (CLC) (operations and maintenance, headquarters and construction workers)	1,175	CO
Soo-Security Motorways, Ont., Man., Sask. and Alta.**	Teamsters (Ind.)	620	B

Definitions of Codes for Negotiation Stages

- B - Direct Bargaining
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining after a Work Stoppage
- F - Fact Finder
- (R) - (R) - Following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

* Federal jurisdiction.

Collective Bargaining Agreements Covering 200
or More Employees Expiring in March 1976

Company and Location	Union	No. of Emps.
Anthes Eastern, Toronto	Auto Workers (CLC)	29
Barnes Wallace Co., Hamilton & Burlington	National Council of Canadian Labour (Ind.)	24
Bata Industries, Bata Engineering Div., Batawa	Machinists (AFL-CIO/CLC)	20
Baycrest Hospital Jewish Home for the Aged, Toronto	Service Empls. (AFL-CIO/CLC)	29
Belleville General Hospital, Belleville	Service Empls. (AFL-CIO/CLC)	35
Brantford General Hospital, Brantford	Service Empls. (AFL-CIO/CLC)	34
Canadian Admiral Corporation, Mississauga	Electrical Workers (IUE) (AFL-CIO/CLC)	80
Canadian General Electric Co., Intercity	Electrical Workers (IUE) (AFL-CIO/CLC)	1,53
Canadian Shipbuilding & Eng. Shipyard Div., Collingwood	Steelworkers (AFL-CIO/CLC)	99
CP Railway Locomotive Engineers, Province-wide	Locomotive Engineers (Ind.)	53
Dubreuil Bros., Dubreuilville	Employees Assn.	27
Four Seasons Hotel & Inn-on-the-Park, North York & Toronto	Hotel Empls. (AFL-CIO/CLC)	45
General Signal Appliances, Welland	Steelworkers (AFL-CIO/CLC)	26
Great A & P Tea Co., Toronto	Bakery Workers (AFL-CIO/CLC)	30
Greater Niagara General Hospital, Niagara Falls	Service Empls. (AFL-CIO/CLC)	27
Greb Industries Bauer Shoe & Skate Div., Kitchener	United Shoe Workers (AFL-CIO/ CLC)	28
Kerr Addison Mines, Virginiatown	Employees Assn.	42
Lever Detergents, Toronto	Chemical Workers (AFL-CIO/CLC)	35
Milrod Ralph Metal Prods., Mississauga	Machinists (AFL-CIO/CLC)	33
Nabisco Ltd. Christies Bread Div., Toronto	Bakery Workers (AFL-CIO/CLC)	35
National Capital Road Builders Assn., OLRB Area 15P	Various unions	50
New Mount Sinai Hospital, Toronto	Service Empls. (AFL-CIO/CLC)	27
Ontario Council of Regents, Province-wide	Ontario Public Service Empls. (CLC)	2,75
Ontario Educational Communications Authority, Province-wide	Television and Radio Artists (ACTRA) (CLC)	1,00
Ontario Produce Co. Oshawa Group Food Div., Toronto & Malton	Teamsters (Ind.)	40
Ontario Provincial Police Force, Province-wide	Ontario Provincial Police Assn. (Ind.)	3,89
Otis Elevator Co., Hamilton	Steelworkers (AFL-CIO/CLC)	52

Collective Bargaining Agreements Covering 200 or More
Employees Expiring in March 1976 (Cont'd)

Company and Location	Union	No. of Empls.
Our Lady of Mercy Hospital, Toronto	Service Empls. (AFL-CIO/CLC)	224
Peel Memorial Hospital, Brampton	Service Empls. (AFL-CIO/CLC)	215
Philips Electronics Inds., East York	Electrical Workers (IBEW)	385
Polysar Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	1,530
Port Arthur Shipbuilding Co., Thunder Bay	Steelworkers (AFL-CIO/CLC)	204
Quaker Oats Co. of Canada Pet Food Div., Trenton	Foodworkers (AFL-CIO/CLC)	250
RCA Ltd. Cabinet Div., Owen Sound	Woodworkers (AFL-CIO/CLC)	350
Salada Foods, Etobicoke	Bakery Workers (AFL-CIO/CLC)	215
Sault Ste. Marie General Hospital, Sault Ste. Marie	Service Empls. (AFL-CIO/CLC)	234
Savage Shoes Plt. No. 7, London	United Shoe Workers (AFL-CIO/ CLC)	250
Scarborough PUC (Hydro, Water & Garage) Scarborough	Electrical Workers (IBEW) (AFL-CIO/CLC)	220
Silverwood Industries Dairies Div., Toronto	Retail Wholesale Empls. (AFL-CIO/CLC)	490
St. Catharines General Hospital, St. Catharines	Service Empls. (AFL-CIO/CLC)	420
Stanley Workers of Canada, Hamilton	Steelworkers (AFL-CIO/CLC)	236
Sterling Packaging Prods., Scarborough	Printing and Graphic Union (AFL-CIO/CLC)	220
Sunbeam Corp. Canada, Etobicoke	Canadian Labour Congress	314
Sunnybrook Hospital, North York	Service Empls. (AFL-CIO/CLC)	924
Toronto East General & Orthopaedic Hospital, East York	Service Empls. (AFL-CIO/CLC)	540
Toronto Spring Manufacturers, Toronto	Steelworkers (AFL-CIO/CLC)	350
Toronto & District Ready Mix Companies, Intercity	Teamsters (Ind.)	671
Welland County General Hospital, Welland	Service Empls. (AFL-CIO/CLC)	302
Wellesley Hospital, Toronto	Service Empls. (AFL-CIO/CLC)	303
Whitaker Cable of Canada, Owen Sound	Electrical Workers (IUE) (AFL-CIO/CLC)	338

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COLLECTIVE BARGAINING SETTLEMENTS
(AND NEGOTIATIONS) IN ONTARIO
MARCH 1976

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in March 1976 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries, the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. The note is included only when it is specifically stated in the settlement. That note is not extended to settlements that do not specifically refer to the Anti-Inflation Board, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in March 1976 on settlements which were reported previously. The list included only those rulings which have come to the attention of the Ministry, and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlement.

The third section lists the negotiations underway in March 1976. Letter codes have been used to indicate the stage of the negotiations, and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in April 1976.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

April 27, 1976

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HIGHLIGHTS

Paper Settlements. During the month of March additional settlements were reached by five paper companies in the Province. Those agreements followed the general industry pattern of 14, 10 and 8 per cent increases over a three-year term; provided additional adjustments for skilled workers and a 24 cent an hour floating cost-of-living allowance. The ratification of settlements ended the last strikes by about 2,000 members of the Canadian Paperworkers Union (CPU) against Domtar Packaging in Red Rock, Domtar Fine Papers in Cornwall, St. Catharines and Toronto and the Ontario-Minnesota Pulp & Paper mills in Kenora and Fort Frances.

The Domtar Fine Papers settlement also established a formula for resolving the remaining outstanding negotiating issue, regarding the seniority clause. At Ontario-Minnesota, the CPU settlement pattern was followed by 1,300 members of other unions at the company. Finally, 450 members of the United Paperworkers signed a three year agreement with Kimberly-Clark of Canada at Terrace Bay. The mill was one of the few in Northern Ontario to reach a settlement without strike action. The final wage increases provided were in line with the industry pattern, following an interim increase awarded last August.

Printing Crafts Settlements. Two sections of the Graphic Arts International Union (GAIU) representing lithographers and bookbinders ratified new 12-month agreements with the Council of Printing Industries of Canada. One of the contracts applied to about 1,800 lithography employees of 50 member-companies of the Council in four central Ontario locations and in Montreal, Quebec. The other pact, with the Bookbinders' Local 28, covered about 800 employees of 30 companies, who authorized the Council to negotiate on their behalf, and 15 other printing and binding firms - all of them in the Toronto area. The two segments of the union were bargaining separately on a regional basis, but they used the coordinated bargaining procedure to establish common bargaining proposals.

The lithographers' settlement provided pay increases ranging from 75 cents an hour for press helpers to \$1.15 an hour for journeymen pressmen, plus improvements in fringe benefits. Implementation of the new provisions is contingent on the approval of the Anti-Inflation Board.

The bookbinders' contract contained immediate wage increases of 75 cents and 50 cents per hour, respectively, for journeymen I and II classifications. Further increases of 20 cents and 14 cents an hour, respectively, plus improvements in shift compensation and paid holidays are dependent on AIB approval. An important breakthrough was achieved when the employers agreed, for the first time, to contribute 10 cents per week per employee to the Apprentice Training Fund.

Electrical Products Settlements. The contract talks between the Canadian General Electric Company and its 11,500 production, office and technical employees, represented by three international unions, began last October. The four master-contracts expired between December 24, 1975 and March 4, 1976. Negotiations conducted on a coordinated basis by all unions involved, ended in early March with the conclusion of the last outstanding contract involving CGE's hourly and salaried employees represented by the International Union of Electrical Workers (IUE) in Ontario and Quebec.

The wage and benefit package for all these contracts was established in a January settlement involving about 7,000 members of the United Electrical Workers (UE) at 14 CGE plants in six Ontario locations. The settlement represented a 13.7 per cent increase in total compensation over one year, including a wage raise of 11 per cent, a 0.5 per cent increase in benefits and 2.3 per cent to improve past pensions (a cost not chargeable to the maximum increase allowed under the federal guidelines). The current cost-of-living allowance of 20 cents per hour was incorporated in the job rates and the COLA clauses discontinued.

An almost identical one-year wage and benefit package was ratified in February by 500 draftsmen and methods technicians, members of locals 164 and 166 of the International Federation of Professional and Technical Engineers working at CGE's plants in Peterborough, Guelph and Toronto.

In early March the International Union of Electrical Workers negotiating on behalf of 3,550 hourly and salaried employees at five CGE plants in Ontario and seven in Quebec, endorsed a one-year contract proposal including increased wages and benefits valued at 14.5 per cent. Hourly paid employees received the same improvements as in the UE master contract, and wage increases for the salaried group matched those granted earlier to the technical engineers units. The total compensation increases exceed the maximums allowable under the anti-inflation programme by approximately two per cent. The company has assured the union it will give its full support in seeking approval of this settlement by the AIB.

Two Northern Telecom (formerly Northern Electric Co.) contract settlements were ratified in late March by 1,340 office employees at the Bramalea, Belleville, Kingston and London plants, and by 1,800 production workers at the last three named plants. The agreements were negotiated with the United Autoworkers, and were the first settlements reached in the current round of bargaining between the company and five unions acting on behalf of 15,000 Northern employees across Canada.

Salaried employees received wage increases of 6½ per cent, 5 3/4 per cent, and 4½ per cent, respectively, in each of the three years of the agreement's duration. The corresponding increases for

non-salaried employees were respectively 35, 33 and 25 cents an hour. In addition, both agreements contained a COLA fold-in provision, improvements in the COLA adjustment factor and removal of the cap on COLA payments, plus improvements in fringe benefits. Negotiations between the United Electrical Workers, Local 531 representing the remaining 1,800 production employees at Bramalea are underway. Union demands, similar to the gains achieved by the Autoworkers, include a 32-hour work week.

School Board Settlements. On November 12, 1975 Toronto's 8,800 secondary school teachers went on strike, rejecting a two-year offer by the Metro School Board which would have given them average increases of 24.6 per cent in the first year and 39.2 per cent over the term of the contract. Two weeks later the Anti-Inflation Board found that the school board's offer exceeded what it could approve. The 38-day strike was ended by Provincial Government back-to-work legislation ordering the dispute to be solved by compulsory arbitration. A provincial arbitrator's award released on March 4 upheld the school board's offer made prior to the strike, an award which would have maintained parity with the settlement for Metro's elementary teachers concluded last October.

On March 26th, the Anti-Inflation Board ruled that a 20 per cent increase was the maximum permissible in the first year, plus 12.29 per cent in the second year. Subsequently, the Metro school trustees and secondary teachers reached agreement on a method of implementing the salary roll-back. The minimum teachers' salary was reduced from the awarded \$10,920 per annum to \$10,549, and the maximum reduced from \$23,415 to \$22,619 (both rates to commence in January 1976). The awarded salary rates for the second year of the agreement were unchanged. In addition, the awarded COLA fold-in provision was eliminated, to be substituted by a \$100 lump sum payment in September. The agreement also contains a clause providing for implementation of the awarded full first-year salaries if the anti-inflation programme is found unconstitutional or the Supreme Court of Canada rules that it does not cover the Ontario public service employees.

University Settlements. Following the certification last July of the Graduate Assistants' Association (GAA) at the University of Toronto as bargaining agent for about 2,000 graduate and undergraduate students who are part-time teaching assistants, an 18 month first agreement has been concluded, effective March 16, 1976. The agreement regulates hours of work, and establishes salaries ranging from \$2,100 for undergraduates to \$2,875 for graduates with more than two years of full-time graduate study. On September 1, 1976, all salaries will be increased by 8 per cent.

Provincial Administration. On March 31, 1976, 3,935 Ontario Provincial Police constables ratified a new one-year contract with the provincial government. The pay increases awarded range from 5.53 per cent to 9.47 per cent, establishing a new annual salary of \$17,625 for first-class constables, the second-highest level in Canada behind the \$17,900 level of the Montreal Police Force. For the first time, 17 sergeant majors were included in the OPP bargaining unit.

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FOOD AND BEVERAGE

Black Diamond Cheese Limited at Belleville - Local P688, Canadian Food and Allied Workers (CLC): A 24-month renewal agreement effective from March 2, 1976 to March 1, 1978, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 2/76</u>	<u>Mar. 2/77</u>
	General Increases	46¢*	39¢
	Class 1 (includes Packer)	\$4.57 (\$4.11)	\$4.96
	Class 9 (A - Mechanic)	\$5.50 (\$5.04)	\$5.89

*Note: Increases are subject to approval by the Anti-Inflation Review Board.

Paid Vacations: 3 weeks after 5 (6) years.

York Farms (Division of Canada Packers Limited) at Brantford - Local P469, Food Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Dec. 11, 1975 to Dec. 11, 1977, covering 210 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 11/75</u>	<u>Dec. 11/76</u>
	General Increases	12%	10%
	Production, Category One (includes General Labour-Light)	\$3.78 (\$3.37)	\$4.13
	Production, Category Four (includes General Labour-Heavy)	\$4.03 (\$3.59)	\$4.41
	Mechanical Category Four (includes Electrician "A")	\$5.77 (\$5.15)	\$6.32

Night Premium: Effective Dec. 11, 1976, 15¢ (10¢) per hour between 6 p.m. and 6 a.m.

Paid Holidays: Effective Dec. 11, 1976, Easter Monday is added for a total of 10 (9).

Paid Vacations: Effective Dec. 11, 1976, 5 weeks (new) after 25 years.

Welfare: Life Insurance - Effective April 1, 1976, \$7,000 for all employees (previously \$2,000-\$7,000 depending on age and sex).

Weekly Indemnity Plan - Effective Apr. 1, 1976, benefits increase to \$83.50 (\$75) per week for Production categories 4 to 8, Technical, and Engineering employees, and to \$73.50 (\$65) per week for employees in Production categories 1 to 3 during the first 4 weeks. Benefits increase to \$88.50 (\$80) for Production categories 4 to 8, Mechanical and Engineering employees, and to \$78.50 (\$70) for employees in Production categories 1 to 3 for the fifth and subsequent weeks, up to a specified number of weeks, depending on service. Effective Dec. 11, 1976, benefits increase to \$92 and \$82 respectively and to \$97 and \$87.

Major Medical Plan (includes Safety Prescription Glasses) - Plan provides benefits of \$40 per person every two years for safety prescription glasses (new).

William Neilson Company Ltd. at Toronto and Georgetown - Local P529A, Canadian Food and Allied Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from Dec. 1, 1975 to Dec. 1, 1976, covering 850 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Dec. 1/75</u>
	Increase	8% average
	Packer (Warehouse)	\$3.60 (\$3.40)
	Electrician (Maintenance)	\$6.25 (\$5.70)

Previous rates include a non-scheduled increase of 9% made Dec. 1974 along with the scheduled increase of 8%.

Paid Holidays: A floating holiday added for a total of 11 days. If the Federal Government declares Heritage Day, the new floating holiday will be observed on the day designated.

Paid Vacation: 2 weeks after 2 years of service, (unchanged), 3 weeks after 5(7) years, 4 weeks after 15(17) years and 5 weeks after 25 years (unchanged).

Health and Welfare: Long Term Disability - The employer pays the premiums for OHIP, extended health care and life insurance for employees on LTD (new).

U.I.C. Sickness Benefits - The employer pays employees who have one or more years of service any shortfall in U.I.C. Sickness Benefits arising from initial benefit problems.

Weekly Indemnity - Coverage extended to cover pregnancy related sickness except for the period 11 weeks prior to and 6 weeks after the date of birth.

Tool Allowance: Metric Conversion (new) - \$80 for all Level 1 Maintenance employees and \$15 for lubrication mechanics.

Annual Tool Allowance - \$45 for all Level 1 Maintenance employees (previously \$40 for certain Level 1 Maintenance employees). \$10 (\$5) for lubrication mechanics.

Meal Allowance: \$1.50 (\$1.15) applicable if an employee works in excess of 1 (1½) hour of overtime or 5 hours since last meal.

Safety Shoes: \$15 (\$8) per pair per year. Now specified that all employees are required to wear safety shoes.

Safety Lenses for Glasses: Provided by employer (new).

Uniforms and Work Clothes: The employer pays the cost of drivers' uniforms. If employee leaves within 6 months of purchase, employee refunds the cost. Employer provides jackets for employees working in cold temperatures. (The above provisions for uniforms and work clothes are specified for the first time in this agreement).

Bereavement Leave: Extended to include grandchild for 3 days' paid leave and 3(1) days' paid leave in the event of death of grandparent.

Canada Starch Company Limited at Cardinal - Local 483, Retail, Wholesale and Department Store Union (AFL-CIO/CLC): A 36-month renewal agreement effective from April 15, 1976 to April 15, 1979, covering 380 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 15/76 **</u>	<u>Apr. 15/77</u>	<u>Apr. 15/78</u>
	General Increases	53½¢-67½¢	47¢-58¢	41¢-50¢
	Additional Adjustments	Special Rates eliminated; reclassified into Rates 1-3		
	General Labour (Rate 1)	\$4.895 (\$4.36)*	\$5.365	\$5.775
	Electrician Mechanic, Grade 3 (Rate 9)	\$6.075 (\$5.40)*	\$6.655	\$7.155

* Rates include an interim adjustment of 25¢ effective October 15, 1974.

**Note: Pending approval by the Anti-Inflation Review Board of the negotiated increase, a 10% increase only will be implemented.

Wage Adjustment: If the Consumer Price Index for Canada (1971=100) increases by more than the AIB guidelines of 10, 8 and 6¢, the wages will be adjusted to reflect the increase, payable semi-annually.

Wage Re-opener: If AIB guidelines are lifted, either party may open wage rates for negotiation after April 15, 1978.

Shift Premium: 0 - 20¢ - 30¢ (0 - 19¢ - 26¢).

Paid Vacation: Effective in 1976, 3 weeks after 5(8) years, 4 weeks after 12(15) years and 5 weeks after 17(25) years.

Welfare: Weekly Indemnity Plan - Benefits increase to \$175 (previously UIC maximum) per week, payable as previously on a 1-4-15 basis.

RUBBER

The Goodyear Tire and Rubber Company of Canada Limited at Owen Sound - Local 818,
Rubber Workers (AFL-CIO/CLC): A 36 - month renewal agreement
 effective from January 23, 1976 to January 22, 1979, covering
 230 employees, settled at the bargaining stage. Duration of
 negotiations - 3 months.

Wages: Settlement pay of 55¢ per hour for all hours worked from
 January 23, 1976 to March 8, 1976.

Effective	<u>Mar. 8/76</u>	<u>Jan. 23/77</u>	<u>Jan. 22/78</u>
General Increases	55¢	40¢	30¢
Additional Adjustments	5¢ - 20¢ for some classifi- cations; new classification schedule due to changes in plant operations		
General Labour	\$3.10-\$3.40 (\$2.50-\$2.80)	\$3.50-\$3.80	\$3.80-\$4.10
Mechanical Service	\$4.13-\$4.73 (\$3.58-\$4.18)	\$4.53-\$5.13	\$4.83-\$5.43

Probationary period is 3 consecutive months. Maximum rates
 for General Labour reached after 2 months and for Mechanical
 Service after 6 months.

Shift Premiums: 0 - 12¢ - 17¢ (0 - 10¢ - 15¢).

Welfare: Life Insurance and A.D. & D. - \$7,000 (\$5,000)

Weekly Indemnity Plan - Benefits increase to \$80 per week for
 all employees (previously \$55 per week for female employees
 and \$65 per week for male employees), payable on a 1-8-36
 basis for employees with up to 2 years of service and on a
 1-8-52 basis for employees with over 2 years of service.

Drug Plan - Deductibles of \$15 for single coverage and \$30
 for family coverage eliminated.

Pension Plan: \$5.00 (\$4.25) per month per year of service.

PAPER AND ALLIED

Domtar Fine Papers Ltd. at Cornwall - Locals 212 and 333,
Canadian Paperworkers Union (CLC): A 36-month renewal
 agreement effective from May 1, 1975 to Apr. 30, 1978,
 covering 1,300 employees, settled after a work stoppage.
 Duration of negotiations - 12 months.

All monetary increases are subject to Anti-Inflation Board approval.

Wages:	Effective	<u>May 1/75</u>	<u>May 1/76</u>	<u>May 1/77</u>
General Increases		75¢	10%	8%
			(Calculated on hourly rate including 24¢ COLA)	
Adjustments:				
Class A Tradesmen and above		25¢		
Paper Machine rates (excluding Machine Tenders)		2%		
Top Operators		20¢		
Labourer		\$5.35 (\$4.60)	\$5.91	\$6.40
Tradesman "A"		\$7.00 (6.00)	\$7.72	\$8.36

Cost of Living Allowance: The 24¢ COLA in effect May 1, 1975 to date of strike will be capped and continue as a float for the term of the Agreement.

Protection Factor: The general wage increases in the second and third years are composed of a protection factor of 8% and 6%, respectively, plus a productivity factor of 2% in each year. The protection factor in the second and third years is subject to upward adjustment by the Government depending upon movement in the Consumer Price Index in the prior year. If the protection factor is revised upward in the second or third year, the Company will implement the upward adjustment.

Repeal or Termination of Anti-Inflation Act: In the event the Anti-Inflation Act is repealed or terminated at any time during the term of this Agreement, either the employer or the union may give 30 days notice to the other of their desire to re-negotiate the third year 8% general wage increase.

If the Anti-Inflation Act is repealed or terminated prior to May 1, 1977, any change in the general wage increase of 8% as a result of such negotiations will be made effective May 1, 1977. If the Anti-Inflation Act is repealed or terminated on or after May 1, 1977, any change in the general wage increase of 8% as a result of such negotiations will be made effective on the date of such repeal or termination.

Paid Holidays: The Company will grant outstanding floating holidays or pay in lieu.

Paid Vacation: An employee with outstanding 1975-76 vacation will be granted the vacation or pay in lieu.

Meal Allowance: \$2 (\$1.75).

Apprenticeship Plan for Trades: Company will design a plan and submit it to a joint Labour-Management Committee for review and mutual agreement.

Domtar Packaging Limited, Red Rock Division at Red Rock - Locals 255 and 528, Canadian Paperworkers Union (CLC): A 36-month renewal agreement effective from May 1, 1975 to April 30, 1978, covering 439 employees, settled during a work stoppage. Duration of negotiations - 10 months.

Wages:	Effective	<u>May 1/75</u>	<u>May 1/76</u>	<u>May 1/77</u>
General Increases		82¢*	10%	8%
Adjustments				
Trades "A" and above		25¢		
Top Operator		20¢		
Papermaker		2%		
Base Rate		\$5.64 (\$4.82)	\$6.23	\$6.75
Mechanic "A"		\$7.50 (\$6.43)	\$8.27	\$8.95

* Note: Increases are subject to approval by the Anti-Inflation Review Board.

Cost-of-Living Float: The 24¢ generated by the COLA clause contained in the previous agreement will continue as a float. When calculating the 10% and 8% wage increases, the 24¢ "add-on" float will be added to the wage rates for the purpose of calculating the percentage increase in cents per hour only.

Cost-of-Living Clause: Discontinued.

Ontario-Minnesota Pulp & Paper Co. Ltd. at Fort Frances and Kenora - Canadian Paperworkers Union (CLC), United Paperworkers International Union, Brotherhood of Electrical Workers and International Operating Engineers (AFL-CIO/CLC): A 36-month renewal agreement effective from May 1, 1975 to Apr. 30, 1978, covering 1,575 employees, settled after a work stoppage. Duration of negotiations - 15 months.

The settlement conforms to the general pattern established in the industry. No details are available pending the outcome of negotiations with the International Association of Machinists and Aerospace Workers.

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Toronto and area - Local 28B, Graphic Arts International Union (AFL-CIO/CLC) (book-binders): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 800 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/76</u>
	Increases* Journeyman I	75¢
	Journeyman II	50¢

Employees ranked below the status of a full Journeyman receive a fraction of the above increases according to established grid percentages.

Journeyman I	\$7.35 (\$6.60)
Journeyman II	\$4.92 (\$4.42)

*The above increases have been implemented. Should the Anti-Inflation Board approve, the agreement provides for an additional 20¢ per hour for a Journeyman I and an additional 14¢ per hour for a Journeyman II. These latter amounts are being held in abeyance pending a Board ruling.

Shift Premium: Effective Apr. 1, 1976

Journeyman I classifications 0-55¢-55¢ (0-50¢-50¢)
Journeyman II classifications 0-37¢-37¢ (0-30¢-30¢)

Changes in shift premium will not be implemented unless approved by the Anti-Inflation Board.

Paid Holidays: Subject to approval by the Anti-Inflation Board, one floating holiday added for a total of 10 days.

Paid Vacation: 2 weeks after 1 year of service, 3 weeks after 3 years (unchanged), and 4 weeks after 13(15) years.

Health and Welfare: Weekly Indemnity - 66 2/3% of basic earnings to a maximum of \$150 (\$120) per week.

Bereavement Leave: 1 day's paid leave now provided in the event of death of a son-in-law or daughter-in-law.

Apprenticeship Training Fund: The employer pays 10¢ per week per employee into the Fund.

Council of Printing Industries of Canada at Toronto, Ottawa, London and Hamilton, Ont. and Montreal, Qué. - Various Locals, Graphic Arts International Union (lithography employees):
A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 1,780 employees, settled at the mediation stage. Duration of negotiations - 7 months.

New provisions of this agreement will not be implemented until approved by the Anti-Inflation Board.

Wages: Effective Jan. 1/76

Increases 75¢-\$1.15
(except Floor Helpers - 65¢)

Press Helper \$4.81-\$5.63
(\$4.06-\$4.88)

Journeyman
Pressman (5 colour press, \$10.35
78" Lithotronic) (\$9.20)

Paid Holidays: 1 floating holiday added for a total of 10 days. (This addition is in lieu of the provision in the previous agreement for a tenth day if the Federal Government declared a new statutory holiday).

Paid Vacation: 2 weeks after 1 year of service, 3 weeks after 3 years (except for a journeyman who receives 3 weeks after 1 year), 4 weeks after 8 years of which 6 years must be with his employer as determined as of June 30, 1975 (all unchanged), and 5 weeks (new) after 25 years.

Health and
Welfare:

Weekly Indemnity - Employer's monthly premium charge is increased by \$1.68 to provide employees with maximum coverage of \$150 (\$120) per week.

Long Term Disability and Supplemental Retirement Fund - Effective Dec. 1, 1976, the employer pays 4% (3%) of the basic day rate earned by each employee into the Fund.

PRIMARY METALS

Atlas Steels Company (Division of Rio Algom Ltd.) at Welland - Canadian Steelworkers Union (Atlas Division): A 36-month renewal agreement effective from Feb. 17, 1976 to Feb. 16, 1979, covering 1,500 employees, settled at the conciliation officer stage.
Duration of negotiations - 5 months.

Wages:	Effective	<u>Feb. 17/76</u>	<u>Feb. 17/77</u>	<u>Feb. 17/78</u>
Fold-in Economic Allowance		29¢		
General Increases		90¢	20¢	20¢
Job Cl. Increment		11.7¢ (10.7¢)	12.2¢	12.7¢
Labourer Job Class 3		\$5.484 (\$4.274)	\$5.694	\$5.904
Electrician 1st Class		\$7.59 (\$6.20)	\$7.89	\$8.19

Cost of Living Allowance (new): The first adjustment, if warranted, will be made Jan. 1977 following calculations of the movement in the Consumer Price Index (1971 equals 100) during the previous quarter. Adjustments for that quarter and subsequent quarters will be made on the basis of a 1¢ change for each .3 change in the CPI with an 80¢ cap over the life of the agreement. Any amounts forthcoming will be considered simply as "add-ons."

Economic Supplement Plan: This plan, which pays on a floating basis an average of 36¢ per hour, began as an interim adjustment during the previous contract. It will continue unchanged in this agreement.

Shift Premiums: 0-20¢-25¢ (0-15¢-20¢)

Paid Vacations: 2 weeks after 1 year of service, 3 weeks after 5 years (both unchanged), 4 weeks after 12(15) years, 5 weeks after 21(24) years and 6 weeks after 25 years (unchanged).

Health and Welfare: Weekly Indemnity - \$145 (\$95) on a 1-1-8-26 basis.

Long Term Disability - \$400 per month (\$70 per week) effective for claims filed after ratification. Benefits for current claims are increased to \$80 per week.

Dental Plan - Endodontic and periodontal services added to the basic plan. Adoption of 1976 (1971) Ontario Dental Association schedule of fees. No deductible (\$25) and no co-insurance (80%).

Major Medical - Benefits extended to provide semi-private hospital care and a maximum of \$40 for each insured employee and dependents in any two-year period for prescription eye glasses. Also included now is a maximum coverage of \$300 per insured person in any three-year period for hearing care.

Pension Plan: Basic Benefit - \$5 per month per year of service prior to May 1, 1970 and \$10 per month per year of service from May 1, 1970. (Ranged from \$6 to \$9 depending on years of service.) Maximum allowable service set at 40 years for benefit determination. (new)

Early Retirement Supplement - Plan covers those employees retiring at age 60 with 30 years of service and pays to age 65. (unchanged) Benefits are \$4 per month per year of service prior to May 1, 1970 and \$9 per month per year of service thereafter. (The plan, beginning in May 1974, provided for benefits of \$6 per month per year of future service and beginning in May 1975, \$7 per month per year of future service.)

Early Retirement Benefits (new) - Employer pays premiums for OHIP and a 35¢ per prescription Drug Plan for employees retiring at age 60 with 30 years of service until age 65.

Bereavement Leave: Definition of "immediate family" extended to include grandparents for up to three days' paid leave. Also, if an employee cannot attend the funeral, he is allowed one day of leave at average daily earnings (previously day's wages or \$20, whichever was lesser).

The International Malleable Iron Company at Guelph - Local 3,000, Steelworkers (AFL-CIO/CLC): A 24 - month renewal agreement effective from March 1, 1976 to February 28, 1978, covering 209 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Mar. 1/76	Mar. 1/77
General Increases		80¢	50¢
Additional Adjustments		-	½¢ increase in increments to 9¢ (8½¢) between job classes
Fold-in		25¢ cost-of-living bonus, which was introduced during the term of the previous contract, is folded into wage rates.	-
Group 1 (includes Labourer)		\$5.115 (\$4.065)	\$5.615
Group 15 (includes Electrician)		\$6.305 (\$5.255)	\$6.875
Cost-of-Living Allowance:	Effective March 1, 1977, new cost-of-living provision of 1¢ per hour per 0.35 change in the Consumer Price Index (1961=100) above the Feb. 1977 base, to be adjusted quarterly, up to a maximum of 25¢. Effective March 1, 1978, cost-of-living allowance will be folded into the wage rates.		
Shift Premiums:	0 - 20¢ - 25¢ (0 - 15¢ - 20¢). Effective March 1, 1977, 0 - 25¢ - 30¢.		
Paid Holidays:	One floating day is added for a total of 12 (11).		
Paid Vacations:	4 weeks after 12 (15) years and 5 weeks (new) after 20 years. Effective March 1, 1977, 4 weeks after 10 years and 5 weeks after 18 years.		
Vacation Bonus:	\$30 (\$20) per week of vacation entitlement. Effective March 1, 1977, \$40 per week of vacation entitlement.		
Welfare:	<u>Life Insurance and A.D. & D.</u> - \$10,000 (\$9,500).		
	<u>Weekly Indemnity Plan</u> - Benefits of 66 2/3% of weekly earnings up to a maximum of \$133 per week, or UIC maximum, (previously maximum of \$113), payable on a 1 - 4 - 26 basis.		

Long Term Disability Plan - Benefits increase to \$200 (\$100) per month.

Dental Plan - Riders 1, 2 and 3 added to Blue Cross Dental Plan No. 7.

TRANSPORTATION EQUIPMENT

Gabriel of Canada Ltd. at Toronto - Local 1295, International Association of Machinists and Aerospace Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Feb. 6, 1976 to Feb. 5, 1978, covering 565 employees, settled at the mediation stage. Duration of negotiations - 5 months.

Wages:	Effective	Feb. 6/76	Feb. 6/77
	COLA Fold-in	24¢	
	Increases	38¢-52¢	36¢-50¢
	Inequity Adjustments		
	Tool Maker	7¢	
	Electrical Maintenance	12¢	
	Oiler	9¢	
	Tube Mill Set-up Operation	10¢	
	Incoming Inspector (new class)	10¢ above inspector rate	
	General Helper	\$4.63-\$4.89 (\$4.01-\$4.27)	\$4.99-\$5.25
	Tool Maker	\$6.33-\$6.86 (\$5.50-\$6.03)	\$6.83-\$7.36

Cost of Living Allowance: The COLA formula contained in the previous agreement is to be retained in this agreement but will be considered completely inoperative throughout.

Paid Holidays: One floating holiday added in the second year of the agreement for a total of 12 days.

Health and Welfare: Life Insurance - \$10,000 coverage for male and female employees (\$10,000 for males, \$6,000 for females).

Pension Plan: As stipulated by the previous contract, the employer is to donate a further 5¢ (making a total of 10¢) per hour toward a non-contributory pension plan trust fund.

ELECTRICAL PRODUCTS

Hoover Company Limited at Burlington - Local 520, Electrical Workers (UE)
(AFL-CIO/CLC): A 24 - month renewal agreement effective from
 December 22, 1975 to December 22, 1977, covering 200 employees,
 settled at the mediation stage. Duration of negotiations -
 3 months.

Wages:	Effective	<u>Dec. 22/75</u>	<u>Dec. 22/76</u>
General		58¢	42¢
Increases			
Cost-of-Living		27¢	
Fold-in			
Additional		16¢ for	
Adjustment		some classifications	
Incremental		3¢ - 55¢	
Adjustments			
Labour Grade		\$4.550 - \$4.650	\$4.970 - \$5.070
5 (includes		(\$3.490 - \$3.590)	
Assembler)			
Labour Grade		\$6.657 - \$7.011	\$7.077 - \$7.431
19 (includes		(\$5.097 - \$5.451)	
Tool Die and			
Mold Maker)			
Cost-of-Living	Effective January 1977, cost-of-living provision reintroduced		
Allowance:	providing 1¢ per 0.3 change in the Consumer Price Index (1971=		
	100) to be adjusted quarterly, up to a maximum of 25¢ per		
	hour over the term of the agreement.		
Paid Vacations:	Effective in 1976, 6 weeks (new) after 30 years. Effective in		
	1977, 5 weeks after 23 (25) years.		
Welfare:	<u>Weekly Indemnity Plan</u> - Effective March 1976, benefits		
	increase to \$133 or UIC maximum (\$90) payable on a 1 - 4 - 52		
	basis.		
	<u>Dental Plan</u> - Effective June 1, 1976 new dental plan intro-		
	duced, 100% of premiums will be paid by employee trust fund.		
	Effective January 1, 1977, employer pays 100% of premiums.		
Pension Plan:	Effective January 1, 1977, \$1.25 (75¢) per month per year of		
	service, prior to January 1, 1972.		

McGraw-Edison of Canada Ltd. Major Appliance Division at Cambridge - Local 595,

International Union of Electrical, Radio and Machine Workers
(AFL-CIO/CLC): A 12-month renewal agreement effective from
Feb. 12, 1976 to Feb. 11, 1977, covering 500 employees,
settled at the post conciliation bargaining stage. Duration
5 months.

Wages:	Effective	<u>Feb. 12/76</u>
	General Increase	43¢
	General Help	\$4.68 (\$4.25)
	Electrician	\$5.91 (\$5.48)

Previous rates include three unscheduled wage increases made
during the previous agreement.

Shift Premiums: 0-25¢-30¢ (0-18¢-20¢).

Paid Vacation: 2 weeks after 1 year of service (unchanged), 3 weeks after 5(6)
years, 4 weeks after 15 years (unchanged), 5 weeks after 22(23)
years and 6 weeks (new) after 30 years.

Call-Back: Maintenance or tool-room department employees, who have
completed a job assignment and left for the day, may be called
back at overtime rate of pay for hours worked, should the task
as originally performed require corrective attention.
(Previously, such employees were eligible for a minimum of 3
hours pay on the call-back).

Health and Welfare: Weekly Indemnity - \$110 (\$90) per week on a 1-1-39 (1-4-26)
basis.

Bereavement Leave: 1 day's paid leave in the event of death of a grandchild,
sister-in-law or brother-in-law, or a grandparent of employee's
spouse.

Safety Shoe Allowance: \$20 (\$7) per year.

Safety Glasses Allowance: \$20 (\$12) per year.

Canadian General Electric Company Ltd. at Oakville, Cobourg, Peterborough and
Toronto, Ont. and at Montreal, Québec City and St. André,
Qué. - Various locals, International Union of Electrical,
Radio and Machine Workers (AFL-CIO/CLC): A 12-month renewal
agreement effective from Mar. 6, 1976 to Mar. 5, 1977,
covering 3,555 employees (1,550 in Ontario and 2,005 in
Québec), settled at the mediation stage. Duration of
negotiations - 4 months.

Wages:	Effective	<u>Mar. 6/76</u>
	COLA Fold-in	20¢
	Increases	54¢-87¢ (average increase 11.4%)
	Special Adjustment	2¢ for light assembly rates
	Labourer	
	Oakville Plant	\$5.27 (\$4.53)
	Montreal Plant	\$5.21 (\$4.47)
	Electrician	
	Cobourg Plant	\$7.17 (\$6.22)
	Montreal Plant	\$7.13 (\$6.18)
	Hourly rates vary slightly by plant location. Those shown above represent the top of the range for each province.	
Cost of Living Allowance:	Discontinued.	
Shift Premiums:	0-23¢-25¢ (0-18¢-20¢).	
Paid Vacation:	2 weeks after 1 year of service, 3 weeks after 5 years, 4 weeks after 15 years, 5 weeks after 25 years (all unchanged), and 6 weeks (new) after 30 years.	
Health and Welfare:	<u>Major Medical Insurance Plan</u> - \$20 (\$50) family deductible and \$10 (\$25) single.	
	<u>Weekly Indemnity</u> - \$133 (\$113) per week. The re-instatement period to qualify for full benefit is 30(90) days. Maternity related disabilities now qualify for benefits.	
Pension Plan:	<u>Basic Benefits</u> - Based on average of final 5-year earnings - \$6.20 with less than \$8,000, \$6.60 from \$8,001 to \$8,500 and increasing in \$500 steps to maximum of \$9.00 with \$11,001 or more (previously, a flat amount of \$4.50).	
	<u>Past Service Adjustments</u> - The annual benefit rate for employee contributions accumulated prior to July 1953 is increased by 100%, by 75% for contributions between July 1953 and 1958, and by 25% for contributions between 1959 and 1973.	
	<u>Supplemental Benefits</u> - \$150 (\$120) per month after 30 years' service and \$135 (\$120) per month after 25 years.	
	<u>Unreduced Pension</u> - 100% accumulated retirement pension payable at age 62 regardless of length of service. (Previously age 62 and 32 years of service).	

Safety Shoe Allowance: \$25 (\$2.50) per year for employees working in designated areas.

Bereavement Leave: 1 day's paid leave in the event of death of a grandchild (new).

Leigh-Marsland Engineering Ltd. at Waterloo - Local 1828, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC): A 36-month renewal agreement effective from Feb. 1, 1976 to Jan. 31, 1979, covering 500 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Feb. 1/76</u>	<u>Feb. 1/77</u>	<u>Feb. 1/78</u>
	COLA Fold-in	7¢		
	General Increases	55¢	23¢	23¢
	Skilled Trades Adjustment	20¢		
	Assembler-Grade 2*	\$3.59 (\$2.92)	\$3.87	\$4.10
	Tool Maker	\$6.14 (\$5.32)	\$6.37	\$6.60

*Job Reclassifications: A total of 217 employees to be reclassified into higher groups. 50% of reclassification pay effective at ratification, 50% effective Feb. 1, 1977. Assembler Grade 2 shown above to be reclassified from Group 2 to Group 3. Hourly rates shown reflect the reclassification.

Cost of Living Allowance: Using the Consumer Price Index - 1971 (1961) equals 100 - and with Oct. 1976 as the base month, calculations will be made quarterly on the basis of a 1¢ change per .45 (.6) change in the CPI. Adjustments, if warranted, will be paid weekly commencing Feb. 1977. Any amounts forthcoming will be considered only as "add-ons". There is no cap (previously capped at 7¢).

Shift Premiums: 0-18¢-25¢ (0-12¢-22¢).

Overtime Pay: On regular work day, time and one-half for first 4 hours, double time thereafter (time and one-half for all hours of overtime).

On Saturdays, double time (time and one-half) for all hours worked.

Call-in Pay: Minimum of 4(3) hours' pay.

Paid Holidays: One additional floater in 1976 for a total of 11(10) days. Effective for 1978, another floater added for a total of 12 days.

Paid Vacations: 3 weeks at 6% after 5 years of service and 3 weeks at 6¹/₂% after 9 years. (Previously, 3 weeks at 6% for 5 to 15 years of service), 4 weeks at 8% after 14(15) years, and 5 weeks at 10% after 25 years (new).

Health and Welfare: Weekly Indemnity - Effective July 1, 1976, plan continues to pay 66 2/3 of earnings to U.I.C. maximum on a 1-1-4-26 (1-8-26) basis.

Long Term Disability - Effective July 1, 1976, 60% (50%) of earnings.

Medical Examination - Employer guarantees necessary travel and expenses outside of the Kitchener-Waterloo area.

Safety Shoes Allowance: \$10 first pair and \$3 for replacement (previously \$3 for each purchase).

Prescription Industrial Safety Glasses: \$15 first pair and \$4.75 for replacement (previously \$4.75 for each purchase).

Transportation Allowance: Effective for 1976, \$24 per diem plus hotel accommodation. In 1977, \$25 per diem plus hotel and in 1978, \$26 per diem plus hotel.

Mileage Car Allowance: 1976 - 17¢ per mile; 1977 - 18¢ and 1978 - 19¢.

Provision for transportation and mileage car allowances newly written into the contract. Previously, allowances were provided at the 1976 rate by company policy to only a limited number of employees. Now apply to all employees in field service or at installations away from headquarters.

Northern Telecom Ltd. (formerly, Northern Electric Company Ltd.) at Belleville, Bramalea, Kingston and London - Locals 1525, 1530, 1535 and 1837, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC) (technical, office and clerical): A 36-month renewal agreement effective from Mar. 21, 1976 to Feb. 25, 1979, covering 1,340 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:

Effective	<u>Mar. 1/76</u>	<u>Feb. 28/77</u>	<u>Feb. 27/78</u>
COLA Fold-in*	35¢/hr	35¢/hr	35¢/hr
General Increases	6¼%	5 3/4% (non-compounded)	4½% (non-compounded)

Monthly Rates

Grade 53 0-36 months	\$566.93-\$652.68 (\$480.05-\$560.75)	\$651.41-\$741.80	\$729.89-\$823.91
Grade 63 0-36 months	\$1,153.91-\$1,316.00 (\$1,032.50-\$1,185.05)	\$1,270.16-\$1,441.02	\$1,373.50-\$1,551.22

*A cost of living allowance of \$1.09 was generated under the previous agreement. Of this amount, a total of \$1.05 will be folded into the wage structure according to the schedule outlined above, leaving 4¢ remaining as a float in addition to any new allowance forthcoming under this agreement.

Cost of Living Allowance: Using the Consumer Price Index - 1971 (1961) equals 100 - calculations will be made quarterly based on a 1¢ adjustment for each 0.40 (0.45) change in the CPI during the first year, for each 0.375 change during the second year, and for each 0.34 change during the third year of the agreement. The first adjustment, if warranted, is scheduled for June 1976, and is to be based on the movement of the CPI during the preceding three month period. Any COLA forthcoming will be treated solely as "add-ons". There is no cap.

Hours of Work: 37½ hours per week (unchanged).

Shift Premiums: 0-\$2-\$2 per shift. (Previously 0-10%-10% at Belleville and 0-\$1-\$1.20 at other locations).

Overtime Pay: On regular work days and Saturdays, time and one-half for first 4 hours, double time thereafter (time and one-half for all overtime worked).

Paid Holidays: Civic Holiday included for a total of 12 (11, except the London operation, which already had 12) in the first year. Jan. 2, 1978 added in the third year for a total of 13 days.

Health and Welfare: Life Insurance - \$6,000 (\$5,000) coverage effective from date of ratification, and \$7,000 coverage effective Mar. 31, 1977. Employer continues to pay 100% of premiums. Employees may purchase specified amounts of additional coverage based on salary level, at the rate of 50¢ per \$1,000 (unchanged).

A.D. & D. - Improvements correspond to changes made in the 111 insurance plan.

Weekly Indemnity - The basis of payment determination has been changed from 100% and 66 2/3% of basic earnings to 90% and 50% of all earnings including cost of living allowance. The percentage of weeks paid at 90% is related to length of service and is maximized at 24 years. Full benefit reinstatement after 60 calendar days (13 weeks) with respect to a relapse and, as of the first day (13 weeks) for any unrelated disability.

Dental Plan - Coverage for the basic dental plan to be based on 1975 (1973) Ontario Dental Association Schedule of Fees.

Pension Plan: Basic Benefits - Based on a flat amount according to classification grades as shown below. (Previously, benefits were related to a final earnings integrated pension plan).

Office Grades 53-55	\$9.50/mo./yr/service
Office Grades 56-58	\$11.50
Office Grades 59-61	
& ET Grades E-C	\$13.50
Office Grades 62-63	
& ET Grades B and up	\$15.50

Supplementary Benefits - The previous scale to be replaced by a supplement of \$7 per month per year of service to a maximum of \$175 (\$112) monthly. Effective with this agreement the supplementary pension will also be available on employee initiated early retirement.

Disability Retirement - Pension payable after 10(15) years of service on the basis of the basic benefit rate and years of service applicable, with a minimum of \$200 (\$90) per month.

Early Retirement - Employees who terminate service after 10 years (previously 10 years and at least age 45) will be entitled to a pension at age 65 equivalent to 100% of the pension earned to date of termination.

Note: The new Pension Plan is effective from Jan. 1, 1976 to Dec. 31, 1978.

Northern Telecom Ltd. (formerly Northern Electric Company Ltd.) at Belleville, Kingston and London - Locals 27, 1837 and 1839, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC) (hourly rated employees): A 36-month renewal agreement effective from Feb. 25, 1976 to Feb. 25, 1979, covering 1,800 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Feb. 25/76</u>	<u>Feb. 28/77</u>	<u>Feb. 27/78</u>
	COLA Fold-in*	35¢	35¢	35¢
	General Increases	35¢	33¢	25¢
	<u>London Works</u>			
	Labourer 0-6 months	\$4.86-\$4.94 (\$4.16-\$4.24)	\$5.54-\$5.62	\$6.14-\$6.22
	Electrician 0-6 months	\$6.11-\$6.34 (\$5.41-\$5.64)	\$6.79-\$7.02	\$7.39-\$7.62

*A cost of living allowance of \$1.08 was generated under the previous agreement. Of this amount, a total of \$1.05 will be folded into the wage structure according to the schedule outlined above, leaving 3¢ remaining as a float in addition to any new allowance forthcoming under this agreement.

Shift Premiums: 0-23¢-26¢ (0-18¢-21¢); Kingston employees regularly scheduled on 7-day continuous operations 20¢ (17¢) per hour.

Other Changes: The following provisions are the same as in the Northern Telecom - UAW (technical, office & clerical) agreement reported above:

Cost of Living Allowance
Paid Holidays
Health & Welfare
Pension Plan

CHEMICAL AND CHEMICAL PRODUCTS

Lever Detergents Limited at Toronto - Local 32, Chemical Workers (AFL-CIO/CLC):
A 12-month renewal agreement effective from March 15, 1976 to March 15, 1977, covering 450 employees, settled at the bargaining stage.
Duration of negotiations - 1 month.

Wages:	Effective	<u>Mar. 15/76</u>
	General Increases	64.5¢
	Cleaner (General Services)	\$5.650 (\$5.005)
	Machinist	\$8.005 (\$7.360)

Paid 5 weeks after 20(25) years and 6 weeks after 30(35) years.
Vacations:

MISCELLANEOUS MANUFACTURING

Honeywell Ltd. at Scarborough - Local 80, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC): A 12-month renewal agreement effective from Mar. 1, 1976 to Feb. 28, 1977, covering 620 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 1/76</u>
	Increases	47¢-77¢ (average 11.5% or 51¢)
	Labourer (Grade 11)	\$4.34 (\$3.87)
	Tool & Die Maker	\$7.12 (\$6.39)

Shift Premiums: 0-20¢-22¢ (0-18¢-21¢).

Health and Welfare: Weekly Indemnity - Maximum benefits to follow U.I.C. level, currently \$133 per week. (Previously set at \$130 per week).

Pension Plan: Basic Benefit - \$8.25 (\$7) per month per year of service.

TRANSPORTATION

General Aviation Services Limited at Toronto - Local 2413, Machinists (AFL-CIO/CLC): A 17 - month renewal agreement effective from Jan. 1, 1976 to May 28, 1977 covering 236 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>May 30/76</u>
	General Increases	10%*	4%
	Passenger Agent	\$3.47-\$6.39 (\$3.15-\$5.81)	\$3.61-\$6.65
	Licensed Mechanic	\$5.89-\$7.63 (\$5.35-\$6.94)	\$6.13-\$7.94

Probationary period is 65 working days. Maximum rates for Licensed Mechanics reached after 36 months, for Passenger Agents after 42 months.

* Note: Increases are subject to approval by the Anti-Inflation Review Board.

Welfare: Dental Plan - Effective May 30, 1976, \$25 deductible per year per family is eliminated.

Glass Allowance: \$40 (new) every 24 months.

St. Lawrence Seaway Authority, Québec and Ontario - Canadian Brotherhood of Railway, Transport and General Workers (CLC) (operations and maintenance employees): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 1,130 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	10½%
	Labourer	\$5.54 (\$5.01)*
	Electrician	\$7.19 (\$6.51)*

*Previous rates include 14¢ COLA effective June 23, 1975.

Cost of Living Discontinued.
Provision:

Shift Premium: 0-20¢-35¢ (0-15¢-25¢).

Vacation Bonus: \$15 (\$6) per week of vacation.

Health and Welfare: Employer Contribution - Employer contributes \$40 (\$30) per month for family coverage and \$18 (\$12) for single coverage towards the cost of OHIP, provincial medicare and major medical premiums.

Sick Leave - Medical certificate only required for sick leave in excess of 3 continuous days or 9(7) cumulative days. Employee will be reimbursed for the cost of the medical certificate (new).

Life Insurance - Dependant coverage increased to \$2,000 (\$1,000). Employer continues to pay 100% of premium.

Dental Plan (new) - Blue Cross basic plan added to Major Medical benefits.

Travel Pay: On paid holidays, time and one-half (regular) rate up to maximum of 3 hours.

Mileage Allowance: For employees required to use their own vehicle for travel from an assembly point to a work site, 19¢ (16¢) per mile for the first 2,000 miles in a year, 16¢ (13¢) per mile between 2,000 and 8,000 miles, and 13¢ (10¢) per mile in excess of 8,000 miles in a year.

An employee who requests to use his own automobile and provided he has supplementary business insurance coverage of \$200,000 minimum will receive an allowance of 23¢ per mile (new).

Meal Allowance: Meal provided by employer not to exceed \$5.75 (\$4.00) in cost. Payment of \$3.00 (unchanged) in lieu may be made to employee.

Severance Pay: Payment at employee's regular rate for two-thirds (one-half) of accumulated sick leave and special leave credits.

Childbirth Leave (new): 1 day's paid leave for father.

Compensation Leave: Bridgemasters receive 5 days compensation leave for meal interruptions (new).

Technological Change: Service of 30 cumulative months will qualify an employee under the job security and paid removal expenses provisions. (Previously only employees on payroll prior to Jan. 1, 1971 qualified).

COMMUNICATION

Canadian Broadcasting Corporation, Canada-wide - National Association of Broadcast Employees and Technicians (AFL-CIO/CLC): A 24-month renewal agreement effective from July 7, 1975 to July 6, 1977, covering 2,645 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>July 7/75</u>	<u>July 7/76</u>
	General Increases	15%	10.5%
	<u>Annual Rates</u>		
	Group 1 (includes Technical Assistant) (0-4 years' experience)	\$8,204-\$10,504 (\$7,134-\$9,134)	\$9,065-\$11,607

Effective	<u>July 7/75</u>	<u>July 7/76</u>
Group 4 (includes Technician) (0-6 years' experience)	\$10,058-\$14,423 (\$8,746-\$12,542)	\$11,114-\$15,937
Group 7 (includes Senior Technician) (0-3 years' experience)	\$13,833-\$16,956 (\$12,029-\$14,744)	\$15,286-\$18,736

Paid Vacation: Effective July 7, 1976, 4 weeks after 12(15) years of service and 5 weeks (new) after 25 years. Also 3 weeks after 1 year (unchanged).

Health and Welfare: Life Insurance - Employer contributes \$2.99 bi-weekly (\$2.16 monthly) for employees with single status and \$5.98 bi-weekly (\$4.32 monthly) for employees with married status.

Hospital - Medical - In premium provinces, employer pays 100% (66 2/3%) of premiums; in non-premium provinces, employer rebates 50% (33 1/3%) of provincial per capita grant.

Extended Medical and Supplementary Hospital Plans - Employer pays 100% (50%) of premiums.

Meal Allowance: \$3.25 (\$2.25) after 10 hours of work.

ELECTRIC POWER, GAS AND WATER UTILITIES

London City Public Utilities Commission - Local 4, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from Jan 1, 1976 to December 31, 1976, covering 345 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/76</u>
Increases		19%* for employees in office, hydro and water department; 14½% for employees in parks and recreation department.
Job Level 203 (includes Clerk-Typist)		\$4.34-\$5.19 (\$3.65-\$4.36)
Job Level 103 (General Labour)		\$5.15-\$5.90 (\$4.33-\$4.96)

Effective	<u>Jan. 1/76</u>
Job Level 107 (includes Electrician)	\$6.12-\$7.66 (\$5.14-\$6.44)
Job Level 108 (includes Lineman A)	\$6.46-\$8.02 (\$5.43-\$6.74)

Probationary period is 6 months.

* Note: Increases are subject to approval by the Anti-Inflation Review Board. 12% is payable immediately.

WHOLESALE TRADE

Ontario Produce Company Limited, Ontario Food Division of Oshawa Group Limited at Toronto and Malton - Local 419, Teamsters (Ind.): A 24 - month renewal agreement effective from March 7, 1976 to March 4, 1978, covering 340 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Mar. 7/76</u>	<u>Mar. 6/77</u>
	General Increases	70¢	65¢
	Packager	\$6.53 (\$5.83)	\$7.18
	Garage Mechanic	\$7.80 (\$7.10)	\$8.45
Bereavement Leave:	One day's paid leave (new) granted to attend funeral upon death of brother-in-law, sister-in-law or grandparents.		
Jury Duty Leave:	Employer makes up the difference between jury duty pay and regular pay (new).		
Welfare:	<u>Weekly Indemnity Plan</u> - Benefits increase to 75% (70%) of weekly earnings payable on a 1-4-26 basis.		
Shoe Allowance:	\$40 (\$35) per year. For insulated or waterproof safety boots where required, \$50 (\$45) per year.		
Tool Allowance:	\$75 (\$50)		

EDUCATION AND RELATED SERVICES

Etobicoke Borough Board of Education - Local 808, Canadian Union of Public Employees (CLC) (caretakers, matrons and maintenance empls.):
A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 515 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	65¢
	Caretaker (start)	\$5.33 (\$4.68)
	Plumber	\$9.14 (\$8.49)

Shift Premiums: 0-24¢-24¢ (0-22¢-22¢).

Paid Vacation: 3 weeks after 1 year of service (unchanged), 4 weeks after 13 years, (unchanged) 5 weeks after 20(22) years and 6 weeks (new) after 30 years.

Service requirement for vacation entitlement may be fulfilled at any time in the calendar year. (Previously, June 30 was the cut-off date for entitlement determination).

Health and Welfare: Major Medical Plan - Benefits extended to include allowance for prescription eye glasses and hearing aid for employees and dependents.

Hamilton City Board of Education - Local 1344, Canadian Union of Public Employees (CLC) (Cleaners): A 24-month renewal agreement effective from October 1, 1975 to September 30, 1977, covering 300 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Oct. 1/75</u>	<u>Oct. 1/76</u>
	General Increases	70¢*	45¢
	Cleaner	\$3.86 (\$3.16)	\$4.31

* Note: Increases are subject to approval by the Anti-Inflation Review Board.

Shift Premiums: 20¢ (12¢) per hour for afternoon shift.

Welfare: Life Insurance - Employer pays 90% (75%) of the premiums.

OHIO and Extended Health Care Plan - Employer pays 90% (75%) of the premiums for single coverage and 75% (same) of the premiums for family coverage.

Hamilton-Wentworth Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and L'Association des Enseignants Franco-Ontariens (Ontario Teachers' Federation):
An 8-month renewal agreement effective from Jan. 1, 1976 to Aug. 31, 1976, covering 1,050 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages: Effective Jan. 1/76

Annual Rates

Teacher Category D \$7,800-\$11,550
0-6 years (\$6,950-\$10,250)

Teacher Category A1 \$11,000-\$18,400
0-11 years (\$8,925-\$16,500)

Teacher Category A4 \$13,200-\$23,500
0-11 (13) years (\$10,900-\$20,600)

Principal (Overall Range) \$22,300-\$28,100
(\$20,000-\$25,000)

Curriculum Co-ordinator - Equivalent to salary for Principal.

Annual Teacher Consultant - \$2,350 (\$2,300)

Allowances:

Department Heads

Major - \$2,350 (\$2,200)
Chairman - \$2,350 (\$2,200)
Minor - \$1,800 (\$1,600)

Travel 18¢ (17¢) per mile for actual miles driven or flat amount of
Allowance: \$18 (\$15) per month for staff travelling regularly.

Health and O.H.I.P. - The employer pays 85% (80%) of the premium.
Welfare:

Blue Cross - The employer pays 85% (80%) of the premium.

Life Insurance - Teacher will have the option of obtaining coverage of \$10,000 (\$5,000), \$20,000 (\$15,000), or \$35,000 (\$30,000). The employer pays 85% (75%) of the premium.

Extended Health Care (Drug Plan) - The employer pays 100% (75%) of the premium.

Dental Plan - The employer pays 65% (60%) of the premium.

Long Term Disability - The employer pays 65% (50%) of the premium.

Lincoln County Board of Education at St. Catharines - Local 152, Canadian Union of Public Employees (CLC): Two 12-month renewal agreements effective from January 1, 1976 to December 31, 1976, covering 206 full-time employees and 140 part-time employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General	12%
	Increases	
	Part-time	\$3.83
	Cleaner	(\$3.42)
	Labourer	\$10,599-\$11,040 (\$ 9,463-\$ 9,857)
	Caretaker	\$11,315-\$11,759 (\$10,103-\$10,499)
	Journeyman	\$13,073-\$13,514
	Electrician	(\$11,672-\$12,066)

Probationary period is 3 months. Maximum rates for full-time employees reached after one 3-month increase and one 9-month increase.

Shift Premiums: 0-20¢-27¢ (0-12¢-25¢).

20¢ (18¢) per hour worked after 7.00 p.m. for part-time employees.

Lead Hand
Premium: 25¢ (23¢) per hour for maintenance employees in charge of 2 or 3 men and 30¢ (28¢) per hour for maintenance employees in charge of 4 men or more.

22¢ (20¢) per hour for bus drivers.

22¢ (20¢) per hour for Caretakers other than Head Caretaker
and 27¢ (25¢) per hour for Relief Caretaker .

Paid Holidays: Full day (previously half day) before New Year's Day granted
making a total of 12 (11½).

Paid Vacations: 4 weeks after 10 (12) years.

Welfare: Dental Plan - Employer pays 50% of the premiums for a new
Dental plan - Blue Cross No. 9, for full-time employees.

Lincoln County Board of Education at St. Catharines - Local 1442, Canadian
Union of Public Employees (CLC): A 12-month renewal agreement
effective from January 1, 1976 to December 31, 1976, covering
207 employees, settled at the bargaining stage. Duration of
negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General	12%
	Increases	
	Bi-Weekly Salary:	
	Level 2	\$279-\$335
	(includes Clerk- Typist Jnr.)	(\$249-\$299)
	Level 9	\$516-\$686
	(includes Draftsman)	(\$461-\$613)

Probationary period is 3 months. Maximum rates reached
after 3 annual increases for Level 2 and after 5 annual
increases for Level 9.

Shift Premiums: 0-20¢-27¢ (0-18¢-25¢).

Paid Holidays: Full day (previously half day) before New Year's Day granted
making a total of 12 (11½).

Paid Vacations: 4 weeks after 10 (12) years.

Welfare: Dental Plan - Employer pays 50% of the premiums for a new
Dental Plan - Blue Cross No. 9.

Metropolitan Toronto School Board - Ontario Secondary School Teachers' Federation and Association des Enseignants Franco - Ontariens (Ontario Teachers' Federation): A 24-month renewal agreement effective from Sept. 1, 1975 to Aug. 31, 1977, covering 8,600 employees, settled at the arbitration stage. Duration of negotiations - 14 months.

Wages:

Effective	<u>Sept. 1/75</u>	<u>Jan. 1/76</u>	<u>Sept. 1/76</u>
Teacher - Group 1 0-10(11) years	\$10,400-\$17,900 (\$7,800-\$14,400)	\$10,920-\$18,795	\$11,575-\$19,923
Teacher - Group 1V 0-12(13) years, 0-10 years start- ing Jan. 1, 1977.	\$12,500-\$22,300 (\$9,500-\$18,400)	\$13,125-\$23,415	\$13,913-\$24,820
Principal (Secondary Schools)	\$29,150-\$31,550 (\$25,500-\$27,000)	\$30,608-\$33,128	\$32,444-\$35,116
Principal (Junior High Schools)	\$27,700-\$30,100 (\$23,750-\$25,250)	\$29,085-\$31,605	\$30,830-\$33,501
Co-ordinators (working 12 mos.)	\$27,950-\$30,350 (\$24,000-\$25,500)	\$29,348-\$31,868	\$31,109-\$33,780

Cost of Living Allowance: The first adjustment will be determined and folded into the wage grid Jan. 1977, should the Consumer Price Index for Toronto increase by more than 6% between the period June 1976 and Dec. 1976. Any amount in excess of 6% will be multiplied by .4 times the individual's salary (Sept. 1976 grid) to determine the allowance. Additional adjustments will be made for each of the 6 months from Jan. 1977 to June 1977 should the CPI for any one of these months increase over the CPI for Dec. 1976. The percentage increase is to be multiplied by .1 times the individual's salary (Jan. 1977 grid). Any amount forthcoming during this 6 month period will be folded into the salary grid effective Aug. 31, 1977.

Allowances: Major Department Heads - Sept. 1975, \$2,250 (\$2,050), and effective Sept. 1976, \$2,350.

Consultants - Sept. 1975, \$2,550 (\$2,350), and effective Sept. 1976, \$2,650.

Post Graduate Degrees - \$700 for first post graduate degree and \$250 for a second in a related field of study (\$500 for one post graduate degree).

Health and
Welfare:

Group Life Insurance - \$80,000 (\$60,000) maximum coverage. Effective Sept. 1976, the employer pays 100% of the first \$25,000 coverage and the employee pays for additional coverage. (Previously, the employer paid 60% of the entire allowable coverage.)

Extended Health Care - Coverage to include allowance for prescription eye glasses and hearing aids for employees and dependents. Effective Sept. 1976, the employer pays 100% (75%) of premiums.

Semi-Private Hospitalization - Effective Sept. 1976, the employer pays 100% (0%) of the premium.

North York Borough Board of Education - Local 1265, Canadian Union of Public Employees (CLC) (caretakers and matrons): A 24-month renewal agreement effective from Feb. 1, 1976 to Jan. 31, 1978, covering 850 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Feb. 1/76	Feb. 1/77
General Increases		61¢	50¢
Matron		\$4.48 (\$3.87)	\$4.98
Head Caretaker (in secondary schools having up to 1,599 students)		\$6.89 (\$6.28)	\$7.39

Shift Premiums: 0-24¢-24¢ (0-22¢-22¢).

Paid Vacations: 3 weeks after 1 year of service and 4 weeks after 13 years (unchanged), 5 weeks after 20(22) years, and new for 1976, 6 weeks after 35 years and for 1977, 6 weeks after 30 years.

Health and
Welfare:

Blue Cross Extended Health Care - Benefits increased to provide for prescription eye glasses and hearing aid coverage for employees and dependents. Maximum allowance is \$40 per prescription eye glasses and \$300 for hearing aid. Deductible remains unchanged at \$25 single and \$50 family coverage.

North York Borough Board of Education - Local 1353, Canadian Union of Public Employees (CLC) (office, clerical and technical): A 24-month renewal agreement effective from Feb. 1, 1976 to Jan. 31, 1978, covering 750 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Feb. 1/76</u>	<u>Feb. 1/77</u>
	General Increases	12%	8%
	<u>Annual Rates</u>		
	Clerk (Grade II)	\$7,047-\$8,267 (\$6,292-\$7,381)	\$7,611-\$8,928
	Senior Draftsman	\$13,894-\$16,010 (\$12,405-\$14,295)	\$15,006-\$17,291

Paid Vacations: 3 weeks after 1 year of service, 4 weeks after 13 years (unchanged), 5 weeks after 20(22) years, and new for 1976, 6 weeks after 35 years and for 1977, 6 weeks after 30 years.

Health and Welfare: Blue Cross Extended Health Care - Benefits increased to provide for prescription eye glasses and hearing aid coverage for employees and dependents. Maximum allowance is \$40 per prescription eye glasses and \$300 for hearing aid. Deductible remains unchanged at \$25 for single and \$50 for family coverage.

Scarborough Borough Board of Education - Local 149, Canadian Union of Public Employees (CLC) (operations and maintenance): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 705 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/76</u>
	Caretaker	\$5.25-\$5.61 (\$4.69-\$5.01)
	Plumber	\$9.51 (\$8.49)

Shift Premiums: 0-24¢-24¢ (0-22¢-22¢).

Paid Vacation:	<u>Length of Continuous Service as at Aug.31</u>	<u>Length of Vacation or Pay in Lieu</u>
	Less than 1 year	4% of total earnings to date of vacation, not to exceed 2 weeks' paid vacation (unchanged)

1 year or over	3 weeks (unchanged)
13 years or over	4 weeks (unchanged)
20(22) years or over	5 weeks
30 years or over	6 weeks (new)

Health and Welfare: Blue Cross Extended Health Care - Benefits extended to include prescription eye glasses and hearing aid allowance.

Uniform Allowance (Bus Drivers): \$150 (unchanged) for first year of employment and \$90 (\$75) annually thereafter.

Simcoe County Board of Education at Barrie - Ontario Public Service Employees'

Union (Ind.) (office, clerical and technical employees): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Jan. 1/76
	General Increase	10.6%
	Stenographer I	\$3.67-\$4.41 (\$3.32-\$3.99)
	School Library Technician	\$4.28-\$5.29 (\$3.87-\$4.78)
	Buyer	\$5.35-\$7.02 (\$4.84-\$6.35)

Probationary period is 3 months. Maximum rates reached on merit.

Bereavement Leave: Sister-in-law, brother-in-law, ward and guardian are included in 1 day's paid leave to arrange for or attend funeral.

Welfare: Life Insurance and A.D. & D. - Employer pays 50% of the premiums for either \$5,000 or \$50,000 coverage of all full-time non-probationary employees.

OHIP - Employer pays 85% (75%) of the premium for full-time non-probationary employees and 42½% (37½%) for part-time employees.

Major Medical Plan - Employer pays 85% (75%) of the premiums for full-time non-probationary employees and 42½% (37½%) for part-time employees.

Stormont, Dundas & Glengarry County Roman Catholic Separate School Board at Cornwall - Ontario English Catholic Teachers' Association and L'Association des Enseignants Franco-Ontariens (Ontario Teachers' Federation): An 8-month renewal agreement effective from Jan. 1, 1976 to Aug. 31, 1976, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages	Effective	<u>Jan. 1/76</u>
	General Increase	10.95%
	<u>Annual Rates</u>	
	Level 1-D (0-6 years' experience)	\$8,500-\$11,200 (\$7,700-\$10,200)
	Level 4-A1 (0-12 years' experience)	\$10,600-\$18,000 (\$9,200-\$15,600)
	Level 7-A4 (new) (0-12 years' experience)	\$12,900-\$21,000

Health and Welfare: Sick Leave - Accumulates at 100% of the unused statutory 20 days per year up to a maximum of 170 (150) days.

OHIP - Board pays 80% (75%) of premium.

Toronto City Board of Education - Local 1325, Canadian Union of Public Employees (CLC): A 12 - month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 361 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increases	\$800 - \$1,900
	Grade 1 Warehousing Dept.	\$6,476 - \$7,292 (\$5,676 - \$6,492)
	Senior Systems Analyst	\$19,497 - \$26,610 (\$17,597 - \$24,710)

Probationary period is 6 months.

Paid Vacations: Effective in 1976, 6 weeks after 30 (40) years; 5 weeks after 20 (22) years.

Welfare: Extended Health Care Plan - Eyeglasses and hearing aids now included.

York Borough Board of Education at Toronto - Local 994, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 233 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General	65¢
	Increases	
	Labourer	\$5.66 (\$5.01)
	Caretaker (3rd Class)	\$6.16 (\$5.51)
	Plumber and Steamfitter	\$9.14 (\$8.49)

Shift Premiums: 0 - 24¢ - 24¢ (0 - 22¢ - 22¢).

Paid Vacations: 5 weeks after 20 (22) years and 6 weeks after 30 (40) years.

Welfare: Extended Health Care Plan - Eye glasses and hearing aids are now included.

Mileage Allowance: 23¢ (20¢) per mile for maintenance employees required to use their own cars.

University of Toronto at Toronto - The Graduate Assistants' Association (Ind.): An 18-month first agreement effective from Mar. 16, 1976 to Aug. 31, 1977, covering 2,000 employees, settled at the mediation stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Sept. 1/76</u>
	Increase		8%
	<u>Rates Per Session</u>		
	Undergraduates	\$2,100	\$2,268
	Graduate Students (with less than 2 years of full-time graduate study and without a Masters degree or equivalent)	\$2,500	\$2,700

	Effective	<u>Jan. 1/76</u>	<u>Sept. 1/76</u>
	Graduate Students (with 2 years or more of full-time graduate study or with a Masters degree or equivalent and Post Doctoral Fellows)	\$2,875	\$3,105
Hours of Work:	An average of 10 hours per week or 270 hours of work per academic session, from September to May.		
Paid Holidays:	New Years' Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day and any holiday declared by the President of the University of Toronto.		
Vacation Pay:	4%.		
Union Security:	Voluntary deduction of union dues.		
Job Posting:	Department to announce teaching assistant vacancies.		

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Canadian Postmasters Association (Ind.)
(revenue postal operations group): A 24-month renewal agreement effective from Oct. 6, 1975 to Oct. 2, 1977, covering 8,210 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

	Effective	<u>Oct. 6/75</u>	<u>Oct. 4/76</u>
Wages:			
	Average Increases	16%	10%
	<u>Post Offices (Groups 1-6)</u>		
	Group 1	\$3.26/hour (\$2.79)	\$3.59
	Group 6	\$4.25 (\$3.64)	\$4.68
	<u>Grade Post Offices</u>		
	Full-time Assistant (Grades 1 and 2)	\$8,949-\$9,479 (\$7,545-\$7,988)	\$9,844-\$10,427
	Postmaster (Grade 6)	\$12,491-\$13,259 (\$10,775-\$11,420)	\$13,740-\$14,585
Annual Rental Rates:	Increased 10% (formerly \$245-\$700) and removed from agreement		

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(clerical and regulatory group): An 8½-month renewal agreement
 effective from Mar. 4, 1976 to Nov. 14, 1976, covering 46,260
 employees, settled at the bargaining stage. (Previous agree-
 ment expired Nov. 16, 1975).

Wages: Effective Nov. 17/75

Increases

CR-1	15%
CR-2 to CR-7	12%

Annual Rates

CR-1	\$6,442-\$7,437 (\$5,602-\$6,467)
CR-3	\$9,363-\$10,232 (\$8,360-\$9,136)
CR-7	\$14,858-\$16,266 (\$13,266-\$14,523)

Shift Premiums: 0-18.7¢-26.1¢ per hour (0-\$1.25-\$1.75 per shift).

Standby Pay: \$3.35 (\$3.00) for each 8-hour period on standby; \$6.70 (\$6.00)
 for any period of standby on a day of rest or designated paid
 holiday.

Meal Allowance: \$2.50 (\$2.25) after 3 hours of overtime; \$1.95 (\$1.75) for
 next meal 4 hours after the first.

Penological Factor Allowance: Ranges from \$95 to \$952 (\$85 to \$852) per annum, depending on
 type of institution and degree of contact.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(education group): A 12-month renewal agreement effective from
 Sept. 1, 1975 to Aug. 31, 1976, covering 3,450 employees,
 settled at the conciliation officer stage. Duration of
 negotiations - 9 months.

Wages: Effective Sept. 1/75

Increases

Elementary and Secondary Teaching	22%-28%
Vocational and Guidance Teaching	12.29% to a maximum of \$2,400/year
Language Teaching	12.29% to a maximum of \$2,400/year
Education Services	12% to a maximum of \$2,400/year

Effective
Annual Rates

Sept. 1/75

Elementary and
Secondary Teaching

Maritimes

Level 1	\$7,927-\$11,855 (\$6,216-\$9,296)
Level 6	\$13,255-\$20,379 (\$10,394-\$15,980)

Québec

Level 1	\$8,393-\$14,193 (\$6,688-\$11,310)
Level 6	\$12,902-\$20,175 (\$10,281-\$16,077)

Ontario

Level 1	\$9,384-\$12,592 (\$7,358-\$9,874)
Level 6	\$13,889-\$22,601 (\$10,891-\$17,722)

Manitoba

Level 1	\$8,771-\$11,646 (\$7,164-\$9,512)
Level 6	\$14,554-\$21,832 (\$11,888-\$17,832)

Saskatchewan

Level 1	\$7,895-\$11,321 (\$6,343-\$9,095)
Level 6	\$14,191-\$20,480 (\$11,401-\$16,454)

Alberta

Level 1	\$8,297-\$12,136 (\$6,454-\$9,441)
Level 6	\$14,103-\$21,544 (\$10,971-\$16,759)

British Columbia

Level 1	\$10,324-\$14,830 (\$8,161-\$11,722)
Level 6	\$15,634-\$24,979 (\$12,358-\$19,745)

Effective

Sept. 1/75

Language Teaching

Level 1 (B.A.)	\$10,938-\$17,938 (\$9,741-\$15,975)
Level 4 (B.A. plus 3 years' Teacher Education)	\$14,443-\$23,053 (\$12,862-\$20,653)

Education Services

EDS-1	\$19,496-\$21,715 (\$17,407-\$19,388)
EDS-3	\$23,142-\$25,510 (\$20,742-\$23,110)
EDS-5	\$27,347-\$30,210 (\$24,947-\$27,810)

Annual Allowances:	Principal's Allowance	- \$600 (\$275)
	Department Head's Allowance	- \$600 (\$400)
	One-Room School Allowance	- \$300 (\$200)
	Teachers of Specialist Subjects	- \$600 (\$400)
	Senior Teacher's Allowance (Language)	- \$2,400 (\$1,500)
	Penological Factor	- \$1,000 (\$850)

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Provincial Police Association Inc. (Ind.): A 12-month renewal agreement effective from Apr. 1, 1976 to Mar. 31, 1977, covering 3,935 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages: Effective Apr. 1/76

Annual Rates

Constable (12-24 months)	\$15,135 (\$13,945)
Constable, 1st Class (36 months and over)	\$17,625 (\$16,100)
Staff Sergeant (12 months and over)	\$21,880 (\$20,125)

Bereavement Son-in-law, daughter-in-law, grandparents and grandchildren
Leave: are included in up to 3 days' paid leave.

Plainclothes \$550 (\$500).
Allowance:

LOCAL ADMINISTRATION

Hamilton-Wentworth Regional Municipality - Local 5, Canadian Union of Public Employees (CLC) (outside employees): A 12-month renewal agreement effective from Jan. 16, 1976 to Jan. 15, 1977, covering 218 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Jan. 16/76</u>
	General Increase	10.4%
	Labourer	\$5.62 (\$5.09)
	Mechanic	\$6.37 (\$5.77)

Shift Premium: 0¢ - 23¢ - 24¢ (0¢ - 21¢ - 21¢).

Standby Pay: Minimum of 3(2) hours pay for week nights and 6 (4) hours pay for weekends and statutory holidays.

Paid Vacations: 3 weeks after 3 (5) years, 4 weeks after 11 (14) years and 5 weeks after 20 (25) years.

Welfare: Dental Plan - Employer pays 100% of the premiums for a new basic dental plan - Blue Cross # 7 with Rider # 2.

Kingston City Corporation (includes Rideaucrest Home for the Aged - Local 141, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 280 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/76
		*
	General	10.7%
	Increases	
	Group R-1-01	\$ 3.88-\$ 4.21
	(includes Maid-	(\$ 3.51-\$ 3.80)
	Rideaucrest	
	Home for the Aged)	
	Group R-5-04	\$ 4.60-\$ 5.32
	(includes Registered	(\$ 4.16-\$ 4.81)
	Nursing Assistant -	
	Rideaucrest Home	
	for the Aged)	
	Group 3-03	\$ 7,534-\$ 8,837
	(includes	(\$ 6,806-\$ 7,983)
	Typist 1)	
	Group 9-5	\$ 9,664-\$11,621
	(includes	(\$ 8,730-\$10,498)
	Maintenance	
	Mechanic)	
	Group 13-9	\$14,027-\$16,819
	(includes	(\$12,671-\$15,193)
	Planner)	

Probationary period is 3 months. Maximum rates for Maid reached after two 6-month increases, for Typist 1 and Registered Nursing Assistant after four 6-month increases, for Maintenance Mechanic after two 6-month and two 12-month increases and for Planner after four 12-month increases.

*Note: Increases are subject to approval by the Anti-Inflation Review Board.

Welfare: Life Insurance - Benefits of an amount equal to annual salary to next lowest multiple of \$500 or a minimum of \$12,000 (previously equal to annual salary).

Windsor City Corporation (Fire Department) - Local 455, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1975 to December 31, 1975, covering 284 employees, settled at the arbitration stage. Duration of negotiations - 15 months.

Wages:	Effective	<u>Jan. 1/75</u>
	General Increases	16%*
	4th Class Fire Fighter (Second 6 months)	\$11,080 (\$9,552)
	1st Class Fire Fighter	\$15,829 (\$13,646)
	Captain	\$18,425-\$18,996 (\$15,884-\$16,376)

* Note: Increases are subject to approval by the Anti-Inflation Review Board.

Pension Plan: With normal retirement at age 60, the benefit formula under the O.M.E.R.S. Plan presently provides for a 0.7% reduction between ages 60 and 65 in the employee's earned pension by reason of the Plan's integration with the pension payable under the Canada Pension Plan. The settlement provides for deferment of the 0.7% reduction in the benefit formula until the employee receives his Canada Pension benefit at age 65.

Mileage Allowance: 20¢ per mile for the first 5,000 per year plus 15¢ per mile thereafter, for employees required to use their own cars (previously 17¢ per mile).

Anti-Inflation Board Rulings in March 1976

Company	Reference	Action
London Transportation Commission	Nov. 75, p. 404	Disallowed
Welland County Roman Catholic Separate School Board	Nov. 75, p. 408	Disallowed
De Havilland Aircraft of Canada Ltd., Toronto	Dec. 75, p. 426	Disallowed
Simcoe County Board of Education	Dec. 75, p. 437	Disallowed
Georgetown Board of Education	Jan. 76, p. 22	Disallowed
Charleton Board of Education	Feb. 76, p. 72	Disallowed

Note: Actions refer to settlements covering 200 or more employees previously published in the Monthly Settlements Report. This list includes only those rulings which have come to the attention of the Ministry of Labour, and it may be incomplete.

Negotiations in Progress during March 1976 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg. Stat.
A & P Stores, Province-wide	Foodworkers (AFL-CIO/CLC) (full-time and part-time empls.)	4,735	B
AP Parts of Canada Ltd., (Rexdale Operation), Toronto	Auto Workers (CLC)	375	B
Alcan Canada Products Ltd., Kingston	Steelworkers and Machinists (AFL-CIO/CLC)	1,300	B
Bata Industries (Bata Engineering Div.), Batawa	Machinists (AFL-CIO/CLC)	200	CO
Benn Iron Foundry Ltd., Wallaceburg	Auto Workers (CLC)	220	B
Benson and Hedges (Canada) Ltd., (Benson and Hedges Tobacco Co. Division), Brampton	Tobacco Workers (AFL-CIO/CLC)	320	B
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO/CLC)	215	CO
Canada Wire & Cable Ltd., Simcoe	Steelworkers (AFL-CIO/CLC)	239	CO
Canadian Admiral Corporation Ltd., Port Credit	Electrical Workers (IUE) (AFL-CIO/CLC)	800	CO
Canadian Building Materials and other companies, Toronto, Hamilton, London and other centres, South-western Ontario	Teamsters (Ind.)	1,235	B
Canadian Carborundum Co. Ltd., Niagara Falls	Steelworkers (AFL-CIO/CLC)	300	B
Canadian Chromalox Co., Toronto	Auto Workers (CLC)	425	B
Canadian Shipbuilding & Engineering Ltd., Collingwood	Steelworkers (AFL-CIO/CLC)	990	CO
Canron Ltd. (Burlington Plant), Hamilton	Steelworkers (AFL-CIO/CLC)	200	CO
Canron Ltd. (Eastern Structural Div.), Toronto	Canadian Workers Union	315	B
Central Hospital and other Hospitals, Toronto	Canadian Union of Operating Engineers (CCU)	230	B
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	212	AR
Collins Radio Co. of Canada Limited, Toronto	Electrical Workers (IBEW) (AFL-CIO/CLC)	329	B
Concrete and Drain Contractors Assn. (Residential), Toronto Area	Labourers (AFL-CIO/CLC)	250	CO
Consolidated-Bathurst Packaging Ltd., Hamilton, St. Thomas and Whitby	Woodworkers (AFL-CIO/CLC)	555	B
Courtaulds (Canada) Ltd. and Caravelle Carpets Ltd., Cornwall	Textile Workers Union (AFL-CIO/CLC)	605	B

* See page 155 for definitions of codes

Negotiations in Progress during March 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Brothers Ltd., Toronto	Auto Workers (CLC)	200	PCB
Dare Foods Ltd., (Biscuit Div.), Kitchener	Bakery Workers (AFL-CIO/ CLC)	250	B
Dome Mines Ltd., South Porcupine	Steelworkers (AFL-CIO/CLC)	600	B
Dominion Stores Ltd., Toronto	Retail, Wholesale Empls. (AFL-CIO/CLC)	600	B
Domtar Construction Materials Ltd. Gypsum Products, Caledonia	Steelworkers (AFL-CIO/CLC)	225	CO
Dow Chemical of Canada, Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	820	CO
Dubreuil Brothers, Dubreuilville	Employees Assn. (Ind.)	276	B
Durham Regional Police	Police Assn. (Ind.)	277	B
Durham Region Roman Catholic Separate School Board	Ont. Teachers Federation	440	MED
Eaton Yale Ltd., Wallaceburg	Auto Workers (CLC)	228	B
Eaton Yale Ltd., (Suspension Div.), Chatham	Auto Workers (CLC)	670	PCB
Eddy Match (Eddy Match and Industrial Products Div.), Pembroke	Carpenters (AFL-CIO/CLC)	200	CO
Essex County Borough Corporation	CUPE (CLC) (outside empls.)	665	B
Essex County Borough Corporation (Fire Dept.)	Firefighters (AFL-CIO/CLC)	345	B
Exotic Ltd., London, Mississauga, North York, Oakville, Peterborough, St. Catharines, Scarborough, Sudbury and Ottawa	Service Empls. (AFL-CIO/CLC)	800	CO
Falconbridge Nickel Mines Ltd., Falconbridge	Steelworkers (AFL-CIO/CLC)	520	PCB
Ferranti-Packard Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	300	B
Fiberglas Canada Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	595	PCB
Firestone Steel Products of Canada Ltd., London	Auto Workers (CLC)	260	WS
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. Teachers' Federation Ont. English Catholic Teachers Assn.	217	F
Gruehauf Trailer Co. of Canada Ltd. (Dixie Mfg. Plant)	Auto Workers (CLC)	240	B
General Signal Appliances Ltd., Welland	Steelworkers (AFL-CIO/CLC)	265	CO
Globe Industries (Bauer Shoe & Skate Div.), Kitchener	Shoe Workers (AFL-CIO/CLC)	425	B
Gulf Oil Canada Ltd., (Clarkson Refinery), Mississauga	Oil and Chemical Workers (AFL-CIO/CLC)	350	PCB

Negotiations in Progress during March 1976 covering 200 ore more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Halton Regional Police, Burlington, Milton, Oakville, Georgetown	Police Assn. (Ind.)	250	B
Hamilton City Corporation	Fire Fighters (AFL-CIO/CLC)	411	B
Hamilton Construction Assn. and Builders' Exchange	Carpenters (AFL-CIO/CLC)	850	B
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	600	B
Heinz, H.J., Company of Canada Ltd., Leamington	Foodworkers (AFL-CIO/CLC)	850	B
Howden Parsons Ltd., Toronto	Boilermakers (AFL-CIO/CLC)	360	PCI
ITT Grinnell Co. of Canada, Toronto	Steelworkers (AFL-CIO/CLC)	220	CO
Imperial Leaf Tobacco of Canada Ltd., Aylmer	Chemical Workers (AFL-CIO/ CLC)	225	MEL
Kellogg Salada Canada Ltd., London	Millers (AFL-CIO/CLC)	660	B
Kent County Board of Education	Ont. Secondary School Teachers' Federation and Assn. des Enseignants Franco-Ontariens (Ont. Teachers' Federation)	500	ARI
Kitchener City Corporation (Works, Recreation & Arena), Kitchener	CUPE (CLC)	275	B
Lake Ontario Steel Company, Ltd., Whitby	Steelworkers (AFL-CIO/CLC)	500	MEL
Lakehead Board of Education, Thunder Bay	Service Employees (AFL- CIO/CLC)	275	CO
Loblaws Ltd., Toronto and other centres	Retail Employees (CLC) (full-time and part- time empls.)	6,700	B
London Board of Education	CUPE (CLC)	350	B
London Board of Education	CUPE (CLC) (office, cler- ical and technical empls.)	320	B
London Board of Education	Ont. Secondary School Teachers' Federation (Ont. Teachers' Federa- tion)	1,200	B
London City Corporation	CUPE (CLC)	540	CO
London City Corporation	CUPE (CLC) (office, cler- ical and technical empls.)	345	B
London City Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	290	B
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (inside empls.)	1,200	B

Negotiations in Progress during March 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (uniformed police dept. empls.)	4,600	B
Metropolitan Toronto House Wreckers Association	Labourers (AFL-CIO/CLC)	500	B
Metropolitan Toronto Road Builders Association	Operating Engineers (AFL-CIO/CLC)	500	CO
Metropolitan Toronto Road Builders Association	Teamsters (Ind.) Labourers (AFL-CIO/CLC)	500	CO
Metropolitan Toronto Sewer and Watermain Contractors Association	Operating Engineers (AFL-CIO/CLC)	319	CO
Metropolitan Toronto Sewer and Watermain Contractors Association	Teamsters (Ind.) Labourers (AFL-CIO/CLC)	500	CO
Milrod Ralph Metal Products Ltd., Mississauga	Machinists (AFL-CIO/CLC)	338	CO
Mississauga Town Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	210	B
Motor Wheel Corporation of Canada Ltd., Chatham	Auto Workers (CLC)	600	CO
Abisco Ltd. (Christie's Bread Div.), Toronto	Bakery Workers (AFL-CIO/CLC)	350	B
Aschua Canada Ltd., Peterborough	Printing and Graphic Communications (AFL-CIO/CLC)	200	B
National Capital Roadbuilders Association, Ottawa	Various unions	425	B
Niagara Falls City Corporation	CUPE (CLC)	450	B
Niagara Regional Municipality	CUPE (CLC)	350	B
Niagara Regional Municipality (Homes for the Aged), St. Catharines	CUPE (CLC) (non-medical empls.)	530	B
Niagara South Board of Education, Welland	CUPE (CLC)	450	B
Nipissing Board of Education	CUPE (CLC)	250	B
North York Borough Corporation, Willowdale	CUPE (CLC) (outside empls.)	705	B
North York Borough Corporation, Willowdale	Fire Fighters (AFL-CIO/CLC)	520	B
North York Public Library Board, Toronto	CUPE (CLC)	300	B
North York Borough Corporation, Willowdale	CUPE (CLC) (office, clerical, technical and service empls.)	380	B

Negotiations in Progress during March 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Northern Wood Preserves Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC)	300	PC
Northern Telecom, Bramalea	Electrcial Workers (UE) (CLC)	1,420	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, Province-wide	Ontario Public Service Employees' Union (OPSEU) (CLC) (support staff empls.)	2,750	B
Ontario Government	OPSEU (CLC) (clerical services category)	9,740	AR
Ontario Government	OPSEU (CLC) (general administration category)	4,825	AR
Ontario Government	OPSEU (CLC) (general operational services category)	5,330	AR
Ontario Government	OPSEU (CLC) (institutional care and correctional services category)	9,355	AR
Ontario Government	OPSEU (CLC) (maintenance services category)	6,010	AR
Ontario Government	OPSEU (CLC) (office services category)	7,455	AR
Ontario Government	OPSEU (CLC) (scientific and professional category)	3,555	AR
Ontario Government	OPSEU (CLC) (technical services category)	5,380	AR
Ontario Government (Ministry of Education and Ministry of Health)	Special Education Contract Teachers' Assn. and Ont. Hospital Schools Teachers' Assn. (Ind.)	650	B
Ontario Housing Corp., Toronto	CUPE (CLC)	650	ME
Ontario Jockey Club (Thoroughbred Div.)	Service Empls. (AFL-CIO/ CLC) (groundsmen and mutuel empls.)	300	B
Ontario Malleable Iron Co. Ltd., Oshawa	Steelworkers (AFL-CIO/CLC)	200	WS
Ontario Masonry Industry Employers Council	Bricklayers (AFL-CIO/CLC)	4,000	CO
Oshawa General Hospital	CUPE (CLC)	409	B
Otis Elevator Company Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	525	B

Negotiations in Progress during March 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ottawa Board of Education	Empls. Assn. (Ind.) (main- tenance, services and plant operations empls.)	900	WS
Ottawa Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ont. Teachers' Fed.)	1,150	MED
Ottawa-Carleton Regional Transit Commission, Ottawa**	Transit Union (AFL-CIO/ CLC) (bus operators, etc.)	1,000	B
Ottawa City Corporation	Fire Fighters (AFL-CIO/CLC)	500	B
Ottawa City Corporation	Police Assn. (Ind.)	685	B
Ottawa City and Ottawa-Carleton Regional Municipality, Ottawa	CUPE (CLC)	3,870	B
Ottawa Civic Hospitals and other hospitals, Province-wide	CUPE (CLC) (non-medical empls.)	15,395	B
Peel Memorial Hospital, Brampton	Service Empls. (AFL-CIO/ CLC)	215	B
Philips Electronics Industries, Ltd., East York	Electrical Workers (IBEW) (AFL-CIO/CLC)	200	B
Pipe Line Contractors Association of Ontario	Operating Engineers (AFL- CIO/CLC)	450	CO
Pirelli Cables Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	250	B
Polysar Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	1,530	MED
Port Arthur Shipbuilding Co., Thunder Bay	Steelworkers (AFL-CIO/CLC)	220	B
Port Weller Dry Docks Ltd., Port Weller	Electrical Workers (IBEW) (AFL-CIO/CLC)	500	B
Quaker Oats Co. of Canada (Pet Food Division), Trenton	Foodworkers (AFL-CIO/CLC)	250	CO
Reed Ltd., Dryden	Paperworkers (CLC) and Operating Engineers (AFL- CIO/CLC)	875	B
Reed Ltd. (Furniture Div.), Toronto	Canadian Union of Indus- trial Empls.	350	B
Renfrew County Board of Education, Pembroke	CUPE (CLC)	205	B
Residential Sheet Metal Contractors Organisation, Toronto	Sheet Metal Workers	300	B
Towntree Mackintosh Canada, Ltd. Toronto	Retail, Wholesale Empls. (AFL-CIO/CLC)	605	PCB

** Federal jurisdiction.

Negotiations in Progress during March 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'l Stage
Royal York Hotel (C.P. Hotels), Toronto	Hotel Employees (AFL-CIO/ CLC)	870	B
St. Catharines City Corporation (Arena, City Hall, Parks and Recreation and Works Dept.)	CUPE (CLC) (equipment operators, maintenance and service empls.)	200	B
St. Mary's of the Lake Hospital, Kingston	St. Mary's of the Lake Empls. Assn.	220	B
Salada Foods, Etobicoke	Bakery Workers (AFL-CIO/CLC)	250	B
Sault Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ont. Teachers' Fed.)	408	MED
Savage Shoes Ltd., Plant #7, London	Shoe Workers (AFL-CIO/CLC)	250	B
Scarborough Board of Education	CUPE (CLC) (part time main- tenance empls.)	200	B
Scarborough Borough Corporation	CUPE (CLC) (outside empls.)	620	B
Scarborough Borough Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	351	B
Scarborough Borough Corporation	CUPE (CLC) (office, cler- ical and technical empls.)	376	B
Scarborough Public Utilities Commission (Hydro, Water & Garage), Scarborough	Electrical Workers (IBEW) (AFL-CIO/CLC)	220	B
Shell Canada Ltd. (Sarnia Refinery)	Oil Workers (AFL-CIO/CLC)	200	PCB
Simcoe County Board of Education, Barrie	CUPE (CLC) (maintenance & service empls. and bus drivers)	320	B
Sklar Manufacturing Ltd., Whitby	Upholsterers (AFL-CIO/CLC)	630	CO
Stormont, Dundas and Glengarry Counties Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (Ont. Teachers' Fed.)	560	B
Sudbury District Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (Ont. Teachers' Fed.)	1,050	MED
Sudbury Regional Municipality	CUPE (CLC) (maintenance and service empls.)	200	MED
Sunnybrook Hospital and other hospitals, Toronto and other centres	Service Employees (AFL- CIO/CLC)	8,000	CO

Negotiations in Progress during March 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Slater Steel Industries Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	212	PCB
Stanton Pipes Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	220	B
Sterling Drug Ltd., Aurora	Oil Workers (AFL-CIO/CLC)	200	B
Sunbeam Corp. (Canada), Ltd. Etobicoke	Canadian Labour Congress - Directly Chartered	375	CO
Terrazzo, Tile and Marble Guild of Ontario	Bricklayers and Allied Craftsmen	1,400	CO
Thunder Bay City Corporation	CUPE (CLC) (office, cler- ical, technical empls.)	300	B
Thunder Bay City Corporation	Service Employees (AFL-CI)/ CLC)	318	B
Thunder Bay City Corporation	CUPE (CLC) (drivers, main- tenance empls. and equip- ment operators)	450	CO
Toronto and District Excavators	Operating Engineers (AFL- CIO/CLC)	500	CO
Toronto and District Marble Tile and Terrazzo Contractors Assn.	Terrazzo Workers (AFL-CIO/ CLC)	200	CO
Toronto Asphalt and Concrete Constructors Association	Teamsters (Ind.) Labourers (AFL-CIO/CLC)	400	CO
Toronto Board of Education	CUPE (CLC) (caretakers, etc.)	610	B
Toronto Board of Education, Toronto	CUPE (CLC)	308	CO
Toronto City Corporation	CUPE (CLC) (inside empls.)	2,000	CO
Toronto City Corporation	CUPE (CLC) (outside empls.)	2,200	CO
Toronto City Corporation	Fire Fighters (AFL-CIO/CLC)	1,305	B
Toronto Cloak Manufacturers Assn., Toronto	Ladies Garment Workers (AFL-CIO/CLC)	800	B
Toronto Construction Association (General Contractors Section, Heavy and Commercial Construction)	Teamsters (Ind.)	800	B
Toronto Construction Association (General Contractors Section)	Operating Engineers (AFL- CIO/CLC)	500	CO
Toronto Construction Association (General Contractors Section)	Plasterers (AFL-CIO/CLC)	500	B
Toronto Metropolitan	CUPE (CLC) (inside empls.)	3,425	CO
Toronto Metropolitan	CUPE (CLC) (outside empls.)	1,935	CO
Toronto Spring Manufacturers, Toronto	Steelworkers (AFL-CIO/CLC)	350	CO

Negotiations in Progress during March 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Toronto Star	Newspaper Guild (AFL-CIO/CLC)	1,650	B
Union Carbide Canada Ltd., Welland	Electrical Workers (UE) (CLC)	500	CO
Union Gas Ltd., Southwestern Ontario	Chemical Workers (CLC) and Oil Workers (AFL-CIO/CLC)	1,090	MED
Uniroyal Ltd., Kitchener and Guelph	Rubber Workers (AFL-CIO/CLC)	500	CO
Utility Contractors Association of Ontario	Labourers (AFL-CIO/CLC)	600	B
University of Ottawa, Ottawa	Assn. of Professors of University of Ottawa (Ind.)	830	B
Venus Electric Ltd., Toronto	Machinists (AFL-CIO/CLC)	300	CO
Victoria Hospital, London	Office Employees (AFL-CIO/CLC)	300	B
Victoria Hospital and other hospitals, London and area	Service Employees (AFL-CIO/CLC)	2,245	CO
Wallace Barnes Co. Ltd., Hamilton	N.C.C.L.	217	B
Waterloo County Board of Education, Kitchener	Non-Academic Staff Assn. (Ind.)	220	B
Webster Manufacturing (London) Limited	Moulders (AFL-CIO/CLC)	285	B
Weldwood of Canada Ltd., (Longlac Plywood Div.), Longlac	Carpenters (AFL-CIO/CLC)	360	B
Welland County General Hospital	Service Employees (AFL-CIO/CLC)	302	B
Wellington County Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ont. Teachers' Fed.)	535	B
Wentworth County Board of Education	CUPE (CLC)	225	B
Wentworth County Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ont. Teachers' Fed.)	535	B
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (Ont. Teachers' Fed.)	500	B
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE) (CLC)	3,025	CO
Westinghouse Canada Ltd., London	Electrical Workers (UE) (CLC)	350	CO

Negotiations in Progress during March 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (Ont. Teachers' Fed.)	740	WS
Windsor City Police (Unit A)	Police Assn. (Ind.)	340	B
Wood, John Co. Ltd., Toronto	Auto Workers (CLC)	290	WS
York Borough Corporation (Works, Parks and Recreation Depts.)	CUPE (CLC)	293	B
<u>More Than One Province</u>			
Air Canada, system-wide **	Air Line Pilots (Ind.)	1,420	B
Bell Canada, Quebec and Ontario **	Canadian Telephone Employ- ees (Ind.) (craft and service empls.)	14,480	B
CBC, Canada-wide **	CUPE (CLC) (office & professional empls.)	2,200	PCB
CBC, Canada-wide **	CUPE (CLC) (stage hands, etc.)	1,840	PCB
CN Rail, Canada-wide (except Newfoundland) **	Locomotive Engineers (Ind.)	1,845	B
CN Rail, system-wide **	United Transportation Union (AFL-CIO/CLC) (conduc- tors, baggagemenn, etc.)	8,720	CB
CN Rail, system-wide **	United Transportation Union (AFL-CIO/CLC) (firemen & enginemen)	1,805	CB
CP Air, system-wide **	Railway Clerks (AFL-CIO/CLC)	1,350	CO(R)
CP Rail, Atlantic, Eastern, Prairie and Pacific Regions **	Locomotive Engineers (Ind.)	1,700	B
CP Rail, system-wide **	United Transportation Union (AFL-CIO/CLC) (conductors, baggage-men, etc.)	5,825	CB
CP Rail, Atlantic, Eastern, Prairie and Pacific Regions **	United Transportation Union (AFL-CIO/CLC) (firemen & hostlers)	600	CB
Canada Packers Ltd. and Wilsil Ltd., P.E.I., Quebec, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia	Foodworkers (AFL-CIO/CLC)	5,500	B

** Federal jurisdiction.

Negotiations in Progress during March 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Canadian International Paper Company and New Brunswick International Paper Company, New Brunswick, Quebec and Ontario	Canadian Paperworkers Union (CLC); IBEW; Machinists; and Plumbers (AFL-CIO/CLC) (mill empls.)	5,540	B
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Marine Officers (AFL-CIO/CLC)	550	CO
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Merchant Service Guild (CLC) (deck officers)	500	CO
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Seafarers (AFL-CIO/CLC) (unlicensed personnel)	3,750	CO
Dominion Stores Ltd., Hull, Quebec, and Toronto & other centres, Ontario	Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time empls.)	10,000	B
Dominion Stores Ltd., Northern Ontario and Quebec centres	Retail, Wholesale Employees (AFL-CIO/CLC) (full-time and part-time empls.)	1,025	B
Government of Canada (Treasury Board)**	Air Traffic Employees (CLC)	2,200	B
Government of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal supervisors)	3,580	B
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (AFL-CIO/CLC) (printing operations group - non-supervisory empls.)	1,240	B
Government of Canada (Treasury Board)**	Electrical Workers (IBEW) (AFL-CIO/CLC)	2,850	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (defence scientific support group)	510	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (meteorology group)	510	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (translation group)	980	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (veterinary science group)	550	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (administrative services group)	4,015	B

** Federal jurisdiction.

Negotiations in Progress during March 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (auditing group)	2,470	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (communications group)	835	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (data processing group)	2,500	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (financial administration group)	1,270	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (general services group, supervisory and non-supervisory)	13,820	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (information services group)	845	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (office equipment operations group)	695	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (primary products inspection group)	2,530	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (programme administration group)	20,185	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (purchasing & supply group)	1,190	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (secretarial, stenographic & typing group)	12,400	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (welfare programme group)	1,510	B
House of Seagrams (Various Distilleries), New Brunswick, Quebec, Ontario & Manitoba**	Distillery Workers (AFL-CIO/CLC)	1,100	B
Motor Transport Industrial Relations Bureau, Quebec and Ontario**	Teamsters (Ind.)	1,350	B

** Federal jurisdiction.

Negotiations in Progress during March 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg. Stage
National Research Council, Canada-wide**	Professional Institute (Ind.) (research officer and research officer council grades)	600	C
Northern Telecom, Nova Scotia, New Brunswick, Quebec and Ontario**	Canadian Union Communication Workers (Ind.)	600	C
Northern Telecom, Ontario, Manitoba, Saskatchewan and Alberta**	Communication Workers of Canada (CLC)	1,350	F
Railway Assn. of Canada (CN, CP Rail and other companies), system-wide**	Non-operating Railway Unions (AFL-CIO/CLC)	21,000	C
Railway Assn. of Canada (CN and CP jointly owned companies and other companies), system-wide**	Railway, Transport & General Workers (CLC) and 7 other unions (AFL-CIO/CLC)	55,760	C
Soo-Security Motorways, Ontario, Manitoba, Saskatchewan and Alberta**	Teamsters (Ind.)	640	C
Swift Canadian Co., Ltd., New Brunswick, Ontario, Manitoba, Alberta and British Columbia**	Foodworkers (AFL-CIO/CLC)	1,920	F

Definitions of Codes for Negotiation Stages

- B - Direct Bargaining
- CO - Conciliation
- CB - Conciliation Board
- MED - Mediation
- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining after a Work Stoppage
- F - Fact Finder
- (R) - (R) - Following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

** Federal jurisdiction.

Collective Bargaining Agreements Covering 200
or More Employees Expiring in April 1976

Company and Location	Union	No. of Empls.
Benn Iron Foundry, Wallaceburg	Auto Workers (CLC)	275
Benson & Hedges Canada Tobacco Co. Div., Brampton	Tobacco Workers (AFL-CIO/CLC)	286
Canada Starch Co., Cardinal	Retail Wholesale Employees (AFL-CIO/CLC)	337
Canadian Carborundum Co., Niagara Falls	Steelworkers (AFL-CIO/CLC)	331
Canadian Chromalox Co., Toronto	Auto Workers (CLC)	425
Canadian International Paper Co., Hawkesbury	Paper Workers (CLC)	450
Canadian Pacific Hotels Royal York Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	949
Canadian National Railway Firemen & Hostlers, St. Lawrence & Great Lakes	United Transportation (AFL- CIO/CLC)	450
Courtaulds Canada & Caravelle Carpets, Cornwall	Textile Workers Union (AFL- CIO/CLC)	605
Dare Foods, Biscuit Div., Kitchener	Bakery Workers (AFL-CIO/CLC)	267
Dome Mines, Intercity	Steelworkers (AFL-CIO/CLC)	600
Eaton Yale, Suspension Div., Chatham	Auto Workers (CLC)	466
Eddy Match Co., Indusl. Prods. & Match Div., Pembroke	Carpenters (AFL-CIO/CLC)	200
Exolon Co. of Canada, Thorold	Chemical Workers (AFL-CIO/CLC)	240
Fruehauf Trailer Can, Dixie Mfg. Plant, Mississauga	Auto Workers (CLC)	495
General Time of Canada, Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	290
Hamilton Construction Assn., OLRB Area 8, 5P, 8P, 26P	Carpenters (AFL-CIO/CLC)	1,000
Heinz, H. J. Co. of Canada, Leamington	Foodworkers (AFL-CIO/CLC)	850
Imperial Oil Ents. Refinery Petrol Products, Sarnia	Employees Assn. (Ind.)	797
Kellogg Co. of Canada, London	Millers (AFL-CIO/CLC)	660
Loblaws Ltd., Intercity	Retail Employees (CLC)	6,700
Lord Simcoe Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	262
Metro Toronto Road Builders Assn., OLRB Area 8	Int. Operating Engineers (AFL-CIO/CLC)	500
Metro Toronto Road Builders Assn., OLRB Area 8	Various unions	500
Metro Toronto Sewer & Watermain Contrs. Assn., OLRB Area 8	Various unions	500

Collective Bargaining Agreements Covering 200 or More
Employees Expiring in April 1976 (Cont'd)

Company and Location	Union	No. Empl
Nashua Canada, Peterborough	Printing and Graphic Union (AFL-CIO/CLC)	24
National Knitting Mills Co., Toronto	Textile Workers Union (AFL-CIO/CLC)	27
Nipissing Board of Education, Nipissing District	Canadian Union of Public Employees (CLC)	25
Northern Telecom Co. Mfg. Div., Bramalea & York Borough	Electrical Workers (UE) (CLC)	1,42
Ontario Masonry Industry Employers Council, Province-wide	Bricklayers (AFL-CIO/CLC)	4,00
Ontario Resilient Flooring Contractors Assn., OLRB Area 8	Carpenters (AFL-CIO/CLC)	36
Ontario Terrazzo Tile & Marble Guild, Province-wide	Bricklayers (AFL-CIO/CLC)	1,50
Oshawa Area Signatory Contractors, OLRB Area 9, 10P	Various unions	25
Pipe Line Contractors Assn. of Canada, Province-wide	Int. Operating Engineers (AFL-CIO/CLC)	45
Pirelli Cables, Guelph	Steelworkers (AFL-CIO/CLC)	27
RCA Ltd., Smiths Falls	Electrical Workers (IUE) (AFL-CIO/CLC)	32
Res Sheet Metal Contractors Organization, OLRB Area 8P	Sheet Metal Workers (AFL- CIO/CLC)	30
Sarnia Road Sewer & Watermain Contractors, OLRB Area 2	Various unions	20
Skyline Hotels, Canada Skyline Hotel, Ottawa	Hotel Employees (AFL-CIO/CLC)	33
Toronto Asphalt & Concrete Contractors Assn., OLRB Area 8	Various unions	40
Toronto Concrete & Drain Contractors Assn., OLRB Area 8	Labourers (AFL-CIO/CLC)	25
Toronto Construction Assn., OLRB Area 8	Plasterers (AFL-CIO/CLC)	50
Toronto Construction Assn., OLRB Area 8	Int. Operating Engineers (AFL-CIO/CLC)	50
Toronto General Contractors, OLRB Area 8P	Teamsters (Ind.)	80
Toronto Heavy Construction Assn., OLRB Area 8	Labourers (AFL-CIO/CLC)	25
Toronto Marble Tile & Terrazzo Contractors Assn., OLRB 8P, 9, 10, 11P, 12P, 18P	Terrazzo Workers (AFL-CIO/ CLC)	20
Union Carbide Canada Metals & Carbon Div., Welland	Electrical Workers (UE) (CLC)	50

Collective Bargaining Agreements Covering 200 or More
Employees Expiring in April 1976 (Cont'd)

Company and Location	Union	No. of Empls.
Uniroyal Ltd. Whse. & General Prods. Div., Kitchener & Guelph	Rubber Workers (AFL-CIO/CLC)	500
Westinghouse Canada Huron & Clarke Rd., London	Electrical Workers (UE) (CLC)	321
Westinghouse Canada Plants 1, 2 & 3 Hamilton	Electrical Workers (UE) (CLC)	3,025

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LABOUR CANADA
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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
APRIL 1976



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in April 1976 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries, the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. The note is included only when it is specifically stated in the settlement. That note is not extended to settlements that do not specifically refer to the Anti-Inflation Board, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in April 1976 on settlements which were reported previously. The list includes only those rulings, which have come to the attention of the Ministry, and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlement.

The third section lists the negotiations underway in April 1976. Letter codes have been used to indicate the stage of the negotiations, and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in May 1976.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

May 27, 1976

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Highlights

Petrochemical Settlements. Since last October, the Oil, Chemical and Atomic Workers' Union (OCAW) has been bargaining in Ontario on behalf of more than 4,000 workers covered by contracts that expired between the end of January and March 1976. For the first time, the union unified their demands and decided on national bargaining goals for all their units at oil companies across Canada.

The basic settlement pattern, including a 10.2 per cent wage increase over one-year, increased shift differentials and some improvements in fringe benefits, was established in an agreement ratified in mid-April by 120 workers at Shell Oil Refinery in Oakville. Last minute settlements reached at the end of April averted impending strikes at Dow Chemical and Fiberglas in Sarnia; immediate increases of 8.1 and 8.7 per cent respectively were implemented, with the balance of the original 10.2 per cent increase withheld pending AIB approval. A similar national agreement, covering 1,000 refinery workers, was concluded at the same time with Gulf Oil Canada. At Polysar (Sarnia), settlement was achieved following a one week strike by 1,600 workers over a number of fringe benefit issues, including optional retirement at age 62 and increased employer hospital insurance contributions. At Regent Refinery (Texaco) in Mississauga, agreement was reached on a 10.2 per cent increase, but a strike by 300 workers followed over the company's refusal of a union request to allow renegotiation in event of a reduction in settlement terms by the AIB.

University Faculty Settlements. Of the four faculty unions certified to-date to represent the academic staff at Ontario universities, the Association of Professors at the University of Ottawa (APUO) was the second in line to ratify a first-time contract. The APUO, certified last September as the bargaining agent for about 850 full-time faculty members of the university and the Ottawa Teachers' College, agreed in the early stages of negotiations for final offer selection arbitration in the event of an impasse in the bargaining talks.

A two-year agreement executed on April 21, 1976 comprised all matters settled at the conciliation stage and an arbitral award selecting the APUO final position on salary increases. The award determined the increases in the first year of the contract leaving the second year increases open for negotiation before April 1977. An immediate general increase of 1½ per cent was awarded from January 1, 1976. In addition, the agreement established an Anomaly Fund of \$100,000 to correct the existing pay inequities due to sex, qualifications, experience and market conditions. The corrected floor salaries were adjusted further on May 1, 1976 in line with a declining scale of increases of 10 to 5 per cent, resulting in an annual salary of \$12,241 for a lecturer and \$26,068 for a full professor.

The agreement also covered a number of non-wage items, including one month's paid vacation per year, health and welfare benefits, a contributory pension plan, severance pay and a sabbatical leave provision. These benefits resemble those granted last December in a settlement at Carleton University. In fact, the original Carleton settlement also established pay levels from January 1, 1976 quite closely related to those at University of Ottawa. However, the AIB computed the total first-year wage and benefit increase at Carleton as 18½ per cent and ordered a 4½ per cent reduction.

Nursing Homes Settlements. During April, seven 26-month agreements were negotiated between the Service Employees International Union (SEIU) and seven companies operating a number of nursing homes in Ontario. This represents the first occasion on which these bargaining units have negotiated jointly for a new contract. However, the previously existing contracts had been reopened in December 1974; a jointly negotiated supplementary agreement extended all the contracts by one month to January 31, 1976 and established a revised wage grid on a uniform basis to become effective in December 1975.

The seven new agreements cover a total of 1,500 nursing home workers in various locations in Ontario, and include pay raises ranging from 70 cents to \$1.00 per hour in four stages. The agreements include a cost-of-living clause for the first time. Additional features include uniform premiums for rotating shifts, an extra paid holiday starting in 1977, and other adjustments in fringe benefits.

Toronto Hotels Settlements. During the first quarter of 1976, local 299 of the Hotel Employees' Union negotiated five agreements covering a total of 1,915 employees at six hotels in Toronto. Four of the old contracts terminated December 31, 1975 and one covering two hotels expired March 9, 1976. The parties engaged in group bargaining and agreed on a common termination date (December 31, 1977), as well as a uniform hourly wage structure in all five contracts.

Depending on the effective date of the agreements the new hourly rates for waiters and waitresses were increased in four or three stages to reach \$2.85 by July 1, 1977. Those for general maintenance workers will increase to \$4.25 by the same date. In addition the varying vacation schedules were standardized by introducing 5 years' service requirement for 3 weeks holidays effective in 1977. The health and welfare coverage, varying by hotel, remained generally unchanged. The parties agreed to establish a labour-management committee for the purpose of developing a common benefit base to be implemented in 1977.

Metro-Toronto Area Municipal Settlements. The Metro Toronto area locals entered negotiations last October under a new system of bargaining in which a central union co-ordinating committee was to approve a settlement reached by the two largest civic locals and recommend similar terms to be adopted by the smaller units in the borough. Locals 43 and 79 acting on behalf of nearly 10,000 Metro and City outside and inside employees, were the first to accept a one-year settlement that provided an 11.1 per cent increase in wages plus improved fringe benefits, including a dental plan and better vacation plan. The agreement also contained a cost-of-living adjustment that would be paid in a lump sum at the end of the year. The wage increase of 56 cents on the Metro-wide base-rate of \$5.06 an hour, would provide parity with workers in the Hamilton area if the settlement, which increased total compensation by 11.72 per cent, is allowed by the AIB. Similar agreements were ratified by the inside and outside workers of East York, outside workers of Etobicoke and the Scarborough inside employees. The latter two contracts, however, did not include the cost-of-living formula. This influenced a rejection of the proposed terms by Scarborough's 600 outside workers.

The other Metro area locals still negotiating in April were CUPE 10 and 840 representing 450 York borough employees, and CUPE 94 and 373 acting on behalf of 750 outside and 450 inside employees of North York. The North York workers turned down the borough's offer of a 12 per cent straight increase in wages without increases in benefits. They voted in favor of a strike to back demands for parity with settlements gained by employees of Metro and those of other boroughs.

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FOOD AND BEVERAGE

Quaker Oats Company of Canada Limited (Pet Food Division) at Trenton - Local P 1172, Food Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1976 to March 31, 1978, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	Apr. 1/76	Apr. 1/77
	General Increases	50¢ [*]	45¢
	Grade 1 (includes Bakery Packaging)	\$4.87 (\$4.37)	\$5.32
	Grade 6 (includes Mixer Operator)	\$5.35 (\$4.85)	\$5.80
	Maintenance Grade 5	\$6.07 (\$5.57)	\$6.52

* Note: Increases are subject to approval by the Anti-Inflation Board, 39¢ is payable immediately.

Paid Holidays: One floating day is added for a total of 12(11).

Paid Vacations: 4 weeks after 15(18) years.

Safety Shoe Allowance: Employer pays \$25 (\$15) toward the cost of safety shoes as required.

Kellogg Salada Company of Canada Ltd. at London - Local 154, American Federation of Grain Millers (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 15, 1976 to Apr. 14, 1978, covering 680 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	Apr. 15/76	Apr. 15/77
	General Increases	8%	7%
	Helper, Bagger	\$6.34 (\$5.87)	\$6.78
	Electrician	\$7.56 (\$7.00)	\$8.09

Health and Welfare: Dental Plan - Adoption of the 1975 (1973) Ontario Dental Association Schedule of Fees.

Pension Plan: Minimum guarantee of \$8, \$11 or \$12.50 per month per year of service, depending on classification, established for employees retiring at age 62 (new).

Rowntree Mackintosh Canada Ltd. at Toronto - Local 461, Retail, Wholesale,
Bakery and Confectionery Workers' Union (AFL-CIO/CLC):
A 12-month renewal agreement effective from Mar. 1, 1976 to
Feb. 28, 1977, covering 755 employees, settled at the post
conciliation bargaining stage. Duration of negotiations -
4 months.

Wages:	Effective	<u>Mar. 1/76</u>
	Increase	45¢-70¢ (varies by categories)
	Job Grade D-2	\$4.07-\$4.225 (\$3.62-\$3.775)*
	Electronic Technician	\$6.60-\$6.93 (\$5.93-\$6.23)*

In addition to the above increases, a limited number of
classifications have been upgraded.

*Previous rates include 16¢ cost of living allowance
generated by and folded into the previous agreement through
a series of 4 semi-annual adjustments.

Holdback: The above hourly rates reflect the full negotiated increases.
The employer will withhold 32% of these increases pending
review of the agreement by the Anti-Inflation Board. Full
retroactivity will be paid for any higher amounts allowed by
the Board.

Cost of Living Allowance: Hourly rates to be adjusted upwards on the basis of a 1¢
increase for each $\frac{1}{2}\%$, or fraction thereof, that the Consumer
Price Index exceeds a $3\frac{1}{2}\%$ increase in a specified preceding
6-month period. Such calculations will be made 4 times
during the life of the agreement with a 6¢ cap stipulated for
each adjustment. (Formula is unchanged from the previous
contract.)

Meal Allowance: \$2.05 (\$1.80) with further reviews and adjustments scheduled
twice a year during the agreement to reflect current prices
in the Company cafeteria.

Tool Allowance: \$50 (\$35) for tradesmen and apprentices.

Salada Foods Limited at Etobicoke - Local 264, Bakery Workers (AFL-CIO/CLC):

A 12-month renewal agreement effective from March 29, 1976 to March 28, 1977, covering 215 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 29/76</u>
	General	10%
	Increases	with a minimum increase of 48¢ per hour
	Packer	\$4.51 (\$4.03)
	Electrician	\$6.58 (\$5.98)

Shift Premiums: 0-20¢-20¢ (0-17¢-17¢).

Paid Holidays: One floating day is added for a total of 11 (10).

TOBACCO PRODUCTS

Imperial Leaf Tobacco Company Limited at Aylmer - Local 10, Canadian Chemical

Workers (Ind.) (seasonal employees): A 24-month first agreement effective from Nov. 1, 1975 to Oct. 31, 1977, covering 390 employees, settled at the mediation stage. Previous agreement with the International Chemical Workers expired Oct. 31, 1975. Duration of negotiations - 6 months.

Wages:	Effective	<u>Nov. 1/75</u>	<u>Nov. 1/76</u>
	General	40¢*	30¢*
	Increases		
	Additional Adjustments	5¢-12¢ for some employees due to reclas- sification	
	Labour	\$3.75	\$4.05
	Pool	(\$3.35)	
	Operator- Cleaning and Classifying	\$4.21 (\$3.81)	\$4.51

*Note: Increases are subject to approval by the Anti-Inflation Board. 28¢ is payable immediately.

FURNITURE AND FIXTURE

Sklar Furniture Ltd. at Whitby - Local 50, Upholsterers' International Union of North America (AFL-CIO/CLC): A 12-month renewal agreement effective from Mar. 1, 1976 to Feb. 28, 1977, covering 630 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Mar. 1/76</u>	<u>Mar. 16/76</u>
	Increases	45¢	Reclassification adjustments ranging from 3¢ to 22¢.*
	General Service 1	\$3.62	
	Starting Rate	(\$3.35 male; \$3.17 female)	
	All employees, both male and female, who were classified at the starting rate in General Service 1 at the termination of the previous agreement were earning \$3.35 per hour plus COLA. Under this new agreement, these employees, all janitors, received a classification adjustment to \$3.43 per hour in addition to the 45¢ general increase, bringing their rate to \$3.88 plus COLA.		
	Maintenance Tech III	\$5.83	
		(was \$4.71, later re-evaluated to \$5.38)	
	*Applies to trimmers, inspectors, foam cutters, janitors, re-work department, outside truck drivers and material handlers.		
Cost of Living Allowance:	The previous formula which provided for quarterly calculations on the basis of 1¢ for each .5 change in the Consumer Price Index (1961 equals 100) is to remain inoperative during the life of this agreement. However, the 30¢ generated by the formula during the past contract will continue as a float throughout this agreement.		
Health and Welfare:	<u>OHIP</u> - Employer pays 100% of the premium charge including the recently announced higher rates. (Previously, employees were responsible for increases in premium rates.)		
	<u>Life Insurance and A.D. & D.</u> - \$5,000 (\$4,500).		

PAPER AND ALLIED

Canadian International Paper Company at Gatineau and Trois-Rivières, Qué. and Hawkesbury, Ont. and New Brunswick International Paper Company at Dalhousie, N.B. - Local 815, International Brotherhood of Electrical Workers (AFL-CIO/CLC) and Canadian Paperworkers Union (CLC): Two 24-month renewal agreements effective from May 1, 1976 to Apr. 30, 1978, covering 4,335 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/76</u>	<u>May 1/77</u>
	General Increases	10% (minimum 76¢; maximum \$1.11)	8%
	Adjustment for Tradesman and Oiler, Class A and above	25¢	
	Papermakers' Scale	2%	
	Increase in Job Class Increment	1¢	
	Job Class 1 (includes Labourer)	\$6.11 (\$5.35)	\$6.60
	Job Class 31	\$9.72 (\$8.84)	\$10.50

Holdback: An additional increase ranging from 25¢ to 34¢ will be retroactive to May 1, 1976, if approved by the Anti-Inflation Board.

Overtime Pay: Extra halftime premium to be paid should an overtime shift occur on Sunday (unchanged) or during mill holiday shutdown (new).

Insurance
Benefits: Continue in force when an employee is granted a leave of absence to attend negotiations or to attend to other union business.

Meal Allowance: \$2 (\$1.50).

Bereavement
Leave: 1 day's paid leave to attend a special memorial service where an employee is unable to attend the funeral of a member of the immediate family due to the distance involved (new).

PRIMARY METALS

Lake Ontario Steel Company Ltd. at Whitby - Local 6571, United Steelworkers of America (AFL-CIO/CLC): A 36-month renewal agreement effective from Feb. 28, 1976 to Feb. 27, 1979, covering 500 employees, settled during a work stoppage with mediation assistance. Duration of negotiations - 5 months.

Holdback: Monetary increases as ratified, and reported below, are to be held in abeyance pending review by the Anti-Inflation Board. However, new fringe benefit provisions are scheduled for implementation on the first day of the month following the month of signing.

Wages: Effective	<u>Feb. 28/76</u>	<u>Feb. 28/77</u>	<u>Aug. 1/77</u>	<u>Feb. 28/78</u>
COLA Fold-in*	29¢		26¢	*
General Increases	90¢	20¢		20¢
Job Class Increments	11.7¢ (10.7¢)	12.2¢		12.7¢
Labourer (Job Class 1)	\$5.25 (\$4.06)	\$5.45	\$5.71	\$5.91
Electrician (Job Class 20)	\$7.473 (\$6.093)	\$7.768	\$8.028	\$8.323

Cost of Living Allowance: *Under the previous agreement there was a cost of living allowance float of 55¢, 26¢ of which was granted in addition to COLA generated under the terms of the agreement. The entire float will be folded into the wage structure according to the above schedule. In addition the new agreement contains the following COLA formula:

A 1¢ adjustment to be made for each .3 (.6) change in the Consumer Price Index as calculated quarterly beginning with the period Nov. 1976-Feb. 1977 and continuing throughout the remainder of the contract with a Feb. 28, 1978 scheduled fold-in of any allowance so derived. There is no stipulated maximum.

Shift Premiums: 0-20¢-25¢ (0-15¢-20¢).

Sunday Premium: \$1 (75¢) per hour.

Paid Vacation: 2 weeks after 1 year of service, 3 weeks after 5 years (both unchanged), and 4 weeks after 12 (15) years.

Vacation Bonus: Bonus paid for vacations taken between November and April increased to 30% (25%). Bonus paid for vacations taken between May and October remains at 20% of vacation pay.

Health and
Welfare:

Life Insurance and A.D. & D. - Maximum benefits increased to \$13,000 (\$10,000).

Weekly Indemnity - Benefits increased to \$170 (\$110) per week with eligibility for payment now commencing from the first day of hospitalization (previously, 8th day for non-accidents).

Long Term Disability - \$400 (\$350) per month and former provision for offsets removed.

Dental Plan - Benefits expanded to include periodontal and endodontic services. Adoption of prevailing Ontario Dental Association fee schedule (previously, 1971 schedule).

Pension Plan:

Basic Benefit - \$10 (\$7) per month per year of service.

Supplemental Benefit - \$9 (\$6.50) per month per year of service.

Early Retirement - Unreduced pension for employees retiring at age 58 with 30 years of service (new).

Supplemental
Unemployment
Benefit Fund:

Funding level increased to \$20,000 (\$10,000) with employer contribution remaining at 1¢ per hour for all straight time hours worked. Benefits are set at \$40 (\$30) per week after a waiting period of 2 weeks for employees who have more than 1 (3) year(s) of service.

Technological
Change/Mainten -
ance of Earnings
Benefits:

Funding level increased to \$20,000 (\$10,000) with employer contribution remaining at 1¢ per hour for all straight time hours worked. Eligible employees permanently displaced from a job due to technological change will have their hourly rate of pay maintained for 2 (1) weeks for each year of service for a maximum of 26 (12) weeks.

Tool Allowance
(new):

\$25 per year for most tradesmen, craftsmen and apprentices. Painters and welders are excluded.

Bereavement
Leave:

Son-in-law and daughter-in-law added for up to 3 days' paid leave.

Webster Mfg. (London) Limited at London - Local 49, Moulders (AFL-CIO/CLC): A 36-month renewal agreement effective from May 8, 1976 to May 7, 1979, covering 285 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>March 28/76</u>	<u>May 8/77</u>	<u>May 7/78</u>
General Increases		10%*	6%	6%
Cost-of-Living Fold-in		85¢ cost-of-living was folded into wage rates leaving a float of 3¢		
Additional Adjustments		70¢ for Class 8 and 9, 40¢ for Class 7		
Class 1 (includes Assembler)		\$4.47 (\$3.21)	\$4.74	\$5.02
Class 8 (includes Millwright Electrician)		\$7.04 (\$4.85)	\$7.46	\$7.91

* Note: Increases are subject to approval by the Anti-Inflation Board.

Cost-of-Living Allowance: Effective May 1976, 1¢ per hour per .45 increase in the Consumer Price Index (1971=100) commencing with a comparison to the March 1976 and June 1976 Indexes to be adjusted quarterly. (Previously 1¢ per hour per .6 increase in the CPI, 1961=100).

Shift Premiums: Effective May 8, 1976, 0 - 20¢ - 20¢ (0 - 15¢ - 15¢).

Paid Holidays: Effective May 8, 1977, employee's birthday is added for a total of 13 (12).

Paid Vacations: Effective June 30, 1976, 3 weeks at 6% of total earnings after 5 (8) years, 4 weeks at 8% after 15 (18) years, 4 weeks at 9% (new) after 20 years.

Bereavement Leave: Step-parents and legal guardians included in 3 days' paid leave to attend funeral (new). 2 (1) days' paid leave granted to attend funeral upon death of brother-in-law and sister-in-law.

Welfare: Life Insurance and A.D. and D. - Effective May 8, 1976, \$7,000 (\$5,000).

Weekly Indemnity Plan - Effective May 8, 1976, benefits of 66 2/3% of weekly earnings or UIC maximum, whichever is greater, payable on a 1-1-4-26 (1-7-26) basis.

Safety Shoe Allowance: \$30 (\$15) per year.

Tool Allowance: Effective May 8, 1976, \$15 per month for skilled trades only (new).

METAL FABRICATING

Firestone Steel Products of Canada Limited at London - Local 27, Auto Workers (CLC): A 36 - month renewal agreement effective from January 21, 1976, to January 21, 1979, covering 231 employees, settled during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 21/76	Jan. 21/77	Jan. 21/78
General Increases		55¢	45¢	45¢
Additional Adjustments		10¢ for janitors; 32¢ for skilled trades; 40¢ maximum experience factor for set-up personnel	10¢ for janitors	
Group V (includes Labourer)		\$4.95 (\$4.40)*	\$5.40	\$5.85
Group IV (includes Electrician)		\$6.30 (\$5.43)*	\$6.75	\$7.20

*Previous wage rates include an interim increase of 40¢ for skilled trades and 15¢ for all other employees.

Protection Factor: If the Consumer Price Index for Canada increases by more than 8% and 6% during the first two years of the contract respectively, the wages will be adjusted to reflect the increase in the second and third year of the contract.

Shift Premiums: 0 - 18¢ - 18¢ (0 - 14¢ - 17¢).

Paid Holidays: Due to Christmas shutdown, employees receive 12 days in 1976, 12 days in 1977 and 13 days in 1978. (11 - 13 - 11).

Paid Vacations: 3 weeks after 5 (6) years, 4 weeks after 15 (16) years, and 5 weeks (new) after 25 years.

Bereavement Leave: Parents-in-law included in 3 days' paid leave (1 day's paid leave unless employee has to travel more than 100 miles, then 3 days' paid leave).

Welfare: Life Insurance and A.D. and D. - Effective April 9, 1976, \$8,000 (\$7,000). Effective January 21, 1978, \$9,000.

Weekly Indemnity Plan - Effective April 9, 1976, benefits increase to \$100 (\$85) per week payable as previously on a 1 - 8 - 39 basis. Effective January 21, 1977, benefits increase to 66 2/3% of weekly earnings to UIC maximum payable on a 1 - 1 - 8 - 26 basis.

Extended Health Care Plan - Employer pays 100% of premiums for new plan with \$10/\$20 deductibles. Eyeglasses and hearing aids included in plan. (Previously drug plan with \$15/\$30 deductible).

Pension Plan: Effective April 9, 1976, \$7.00 (\$6.50) per month per year of service. Effective January 21, 1978, \$7.50 per month per years of service.

Effective April 9, 1976, 50¢ increase per month per year of service for present retirees.

Early Retirement Supplement - \$5 per month per year of credited service, maximum 25 years, reduced by 4/10 of 1% for each month of retirement prior to age 65 (new).

Supplementary Unemployment Benefits: \$3.00 (\$2.10) per hour for short week benefit. 80% (75%) of straight time earnings on lay-off.

Safety Shoe Allowance: \$12 (\$6) per year.

Ralph Milrod Metal Products Limited at Mississauga - Local 2506, Machinists (AFL-CIO/CLC): A 12-month renewal agreement effective from Mar. 12, 1976 to Mar. 11, 1977, covering 206 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 12/76</u>
	General Increase	48¢*
	Press Operator	\$4.48 (\$4.00)
	Tool and Die Maker A	\$6.60-\$6.90 (\$6.12-\$6.42)

Probationary period is 30 days worked. Maximum rate for Tool and Die Maker is reached on merit.

*Note: Increases are subject to approval by the Anti-Inflation Board. 35¢ is effective immediately.

Welfare: Life Insurance - \$9,000 (\$8,000).

Weekly Indemnity Plan - Benefits of 66 2/3% (same) of weekly earnings payable on a 1-1-5-26 (1-1-6-26) basis, up to the maximum U.I.C. earnings.

John Wood Limited at Toronto - Local 124, Auto Workers (CLC): A 12-month renewal agreement effective from Mar. 15, 1976 to Mar. 14, 1977, covering 303 employees, settled after a work stoppage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Mar. 15/76</u>
	General Increase	38¢
	Additional Adjustments	50¢ for skilled trades; 12¢ for non-incentive employees
	Job Grade 10 (includes Labourer)	\$4.24 (\$3.74)
	Tool and Die Maker	\$5.98 (\$5.10)
Cost-of-Living Allowance:	1¢ per hour per 0.60 change in the Consumer Price Index, commencing with the comparison of the Mar. 15, 1976 Index and the Mar. 15, 1975 Index, to be adjusted annually.	
Welfare:	<u>Weekly Indemnity Plan</u> - Benefits increase to \$100 (\$80) per week, payable, as previously, on a 1-4-26 basis.	
Pension:	\$5.50 (\$4.50) per month per year of service.	

MACHINERY

Howden Parsons Limited at Toronto - Local 637, Boilermakers (AFL-CIO/CLC):
A 12-month renewal agreement effective from January 13, 1976 to January 12, 1977 covering 360 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Jan. 13/76</u>
	General Increases	10.6%
	Cost-of-Living Fold-in	20¢
	General Labourer	\$5.10 (\$4.41)
	Maintenance	\$6.88 (\$6.02)
Shift Premiums:	Premiums for both shifts reduced to 70¢ (\$1.00) per hour.	
Pension Plan:	\$4.50 (\$2.50) per month per year of past service.	

ELECTRICAL PRODUCTS

Canadian Admiral Corporation, Ltd. at Mississauga - Local 545, International Union of Electrical, Radio and Machine Workers (AFL-CIO/CLC):
A 12-month renewal agreement effective from Mar. 15, 1976 to Mar. 14, 1977, covering 800 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Mar. 15/76</u>
	COLA Fold-in	20¢
	General Increase	32¢
	Maintenance Classification Adjustment*	25¢
	Labour Grade 4 (includes Janitor)	\$4.21-\$4.37 (\$3.69-\$3.85)
	Tool & Die Maker	\$6.10-\$6.22 (\$5.33-\$5.45)

*Implementation of the 25¢ maintenance classification adjustment shown above and included in the new rates for Tool & Die Maker is to be withheld pending Anti-Inflation Board approval.

Cost of Living Allowance: Discontinued.

Shift Premiums: 0-23¢-25¢ (0-18¢-20¢).

Health and Welfare: Extended Health Plan - Now pays 100% of claims (90% - 10% coinsurance). \$10 deductible for single coverage and \$20 for family coverage (unchanged).

Weekly Indemnity - Calculation of benefits remains at 66 2/3% of regular earnings but new ceiling to follow U.I.C. maximum, currently \$133 per week (previous maximum set at \$115 per week).

Pension Fund: Employer contributions set at 25¢ (15¢) per hour per employee.

Philips Electronics Industries Limited at Toronto - Local 1590, Electrical Workers (I.B.E.W.) (AFL-CIO/CLC): A 12-month renewal agreement effective from Apr. 1, 1976 to Mar. 31, 1977, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/76</u>
	General Increase	8%
	Labour Grade 2 (includes Sub-assembler)	\$4.03-\$4.15 (\$3.73-\$3.84)
	Labour Grade 14 (includes Maintenance Electrician)	\$6.63-\$6.83 (\$6.14-\$6.32)

Probationary period for Labour Grade 2 is 30 days worked.
Maximum rates reached after 1 three-month increase.
Probationary period for Labour Grade 14 is 45 days worked.
Maximum rates reached after 3 three-month increases.

Slater Steel Industries Limited, Slater Products Division at Hamilton - Local 3505, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from February 1, 1976 to January 31, 1979, covering 200 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Feb. 1/76</u>	<u>Feb. 1/77</u>	<u>Feb. 1/78</u>
	General Increases	58¢ [*]	35¢	22¢
	Job Class Increments	11¢ (10¢)	12¢	12.5¢
	Job Class 2 (includes Labourer)	\$4.290 (\$3.700)	\$4.650	\$4.875
	Job Class 18 (includes Electrician)	\$6.050 (\$5.300)	\$6.570	\$6.875

* Note: Increases are subject to approval by the Anti-Inflation Board.

Cost-of-Living Allowance: Effective February 1, 1977, new cost-of-living provision of 1¢ per hour per 0.3 change in the Consumer Price Index (1971=100), to be adjusted semi-annually, up to a maximum of 25¢ in 1977 and a maximum of an additional 25¢ in 1978.

Shift Effective February 1, 1977, 0 - 20¢ - 25¢ (0 - 15¢ - 20¢).
Premiums:

Sunday Effective February 1, 1978, 75¢ (50¢) per hour.
Premium :

Paid Vacations: 4 weeks after 12(15) years and 5 weeks after 21(25) years.

Effective February 1, 1978, employees with 25 years of service will receive 1 additional week at age 61, 2 additional weeks at age 62, 3 additional weeks at age 63, 4 additional weeks at age 64 and 5 additional weeks at age 65 (new).

Welfare: Life Insurance - Effective February 1, 1977, \$12,000 (\$10,000).

Weekly Indemnity Plan - Effective May 1, 1976, benefits increase to \$125 (\$95) per week, payable, as previously, on a 1-4-39 basis. Effective February 1, 1977, benefits increase to \$140 per week. Effective February 1, 1978, benefits increase to \$150 per week.

Major Medical Plan - Effective May 1, 1976, the major medical plan will be based on the O.M.A. 1975 (1967) schedule and benefits will be extended to retirees.

Dental Plan - Effective February 1, 1977, deductible of \$25 will be eliminated and 100% (80%) of remaining expenses paid. Plan will be extended to include endodontal and periodontal treatment.

Pension Plan: Basic benefits increase to \$10(\$7) per month per year of service.

Supplemental benefits increase to \$9(\$6.50) per month per year of service.

Retired employees receive an additional \$25 per month.

Total and permanent disability pension provides \$400 per month with no deductions related to Canada Pension Plan (previously \$350 per month less payments by government sources).

Joint and survivor benefits extended to common law spouse of 7 years.

Effective February 1, 1978, early retirement at age 58(60) with no actuarial reduction for employees with 30 years' service.

NON-METALLIC MINERAL PRODUCTS

Fiberglas Canada Ltd. at Sarnia - Local 9-14, Oil, Chemical and Atomic Workers International Union (AFL-CIO/CLC): A 12-month renewal agreement effective from Feb. 1, 1976 to Jan. 31, 1977, covering 595 employees, settled at the mediation stage. Duration of negotiations - 6 months.

New provisions in this agreement are being held in abeyance pending review by the Anti-Inflation Board.

Wages:	Effective	<u>Feb. 1/76</u>
	General Increase	10.2%
	Labour	\$5.63 (\$5.11)*
	Machinist 1st Class	\$7.99 (\$7.25)*

*Previous rates include interim adjustments made during the previous contract.

Shift Premiums: 0-32¢-48¢ (0-25¢-40¢).

Health and Welfare: Life Insurance - \$15,000 to \$17,000 (\$13,000 to \$15,000), scaled according to earnings.

Weekly Indemnity - 3 weekly benefit rates scaled according to earnings: \$147.50, \$157.50, \$167.50 (\$125, \$135, \$145).

Safety Shoes \$30 first pair; \$15 for subsequent pairs.
Allowance (new):

CHEMICAL AND CHEMICAL PRODUCTS

Dow Chemical of Canada, Ltd. at Sarnia - Local 9-672, Oil, Chemical and Atomic Workers International Union (AFL-CIO/CLC): A 12-month renewal agreement effective from Mar. 1, 1976 to Feb. 28, 1977, covering 805 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Mar. 1/76</u>
	General Increase	10.2% (see note below)
	Utility Man "B"	\$5.63 (\$5.11)*
	Electrician	\$7.99 (\$7.25)*

*Previous rates include interim adjustments made during the previous contract.

Note: Pending review by the Anti-Inflation Board, a general increase of 8.1% will be implemented, effective on the date of ratification.

Shift Premiums: 0-32¢-48¢ (0-25¢-40¢).

Health and Welfare: O.H.I.P. - Effective May 1, 1976, employer contributes \$9.28 (\$5.90) per month for single employees and \$18.56 (\$14.75) for married employees towards premium cost.

Life Insurance - Effective May 1, 1976 coverage ranges from \$21,000 to \$30,000 according to earnings. The employer will pay the cost of the first \$10,000 and the employee pays the remainder at 20¢/thousand (previous coverage \$10,000).

Weekly Indemnity - Benefits scaled from \$140 to \$170 (\$130 to \$150) according to earnings. The revision will not be put into effect until approved by the Anti-Inflation Board, at which time new rates will be paid effective May 1, 1976.

Pension Plan: The 1948 Careers Earning Plan has been updated to a Final Earnings Plan with overall improvements for past service increased up to 70%.

Polysar Ltd. at Sarnia - Local 9-14, Oil, Chemical and Atomic Workers

International Union (AFL-CIO/CLC): A 12-month renewal agreement effective from Mar. 8, 1976 to Mar. 7, 1977, covering 1,530 employees, settled after a work stoppage with Mediation assistance. Durations of negotiations - 4 months.

Negotiated monetary increases are not scheduled for implementation until approved by the Anti-Inflation Board.

Wages:	Effective	<u>Mar. 8/76</u>
	General Increase	10.2%
	Labour	\$5.70 (\$5.17)
	Electrician	\$7.99 (\$7.25)

Shift Premiums: 0-32¢-48¢ (0-25¢-40¢).

Health and Welfare: Weekly Indemnity - Weekly benefits range from \$140 to \$170 (\$125 to \$135) according to earning levels.

Pension Plan: An 8% increase in monthly benefits for former employees who retired between Jan. 1, 1961 and Dec. 31, 1975 and a \$20 per month increase for those who retired prior to Jan. 1, 1961.

MINING

Falconbridge Nickel Mines Ltd. at Falconbridge - Local 6855, United Steelworkers of America (AFL-CIO/CLC) (office, clerical and technical employees): A 36-month renewal agreement effective from Mar. 1, 1976 to Feb. 28, 1979, covering 500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Holdback: Fringe benefit improvements, as ratified, are to be implemented immediately. However, only 56¢ of the 90¢ general increase shown below will be paid while awaiting a review by the Anti-Inflation Board.

Wages:	Effective	<u>Mar. 1/76</u>	<u>Mar. 1/77</u>	<u>Mar. 1/78</u>
Special Allowance		\$15.20/wk		
Fold-in ¹				
Job Class Increment		\$9.93/wk (\$9.75)/wk ²	\$10.07/wk	
General Increases		90¢/hr	20¢/hr	20¢/hr
COLA Fold-in ³			15¢/hr	
<u>Weekly Rates</u>				
Job Class 1 (includes File Clerk)		\$183.28 (\$132.08) ⁴	\$197.28	\$205.28
Job Class 17 (includes Technologist)		\$342.16 (\$288.08) ⁴	\$358.40	\$366.40

¹ An unscheduled special allowance totalling \$15.20 per week was implemented over two stages (May and December of 1974) during the previous agreement.

² The job class increment, shown in brackets, for the previous agreement includes the 72¢ per week interim adjustment added to the differential Dec. 1, 1974 and continued in the new agreement.

³ The former agreement concluded with a 15¢ per hour cost of living allowance. This is to continue as a float until Mar. 1, 1977, when it will be folded into the wage structure.

⁴ The previous weekly rates, shown in brackets, include adjustments ensuing from a re-evaluation and a restructuring of the wage grid from 22 to 17 job classes.

Cost of Living Allowance: Quarterly adjustments (up or down) will be made on the basis of a 1¢ change per .35 (.4) change in the Consumer Price Index beginning with the period March 1977-June 1977 and continuing throughout the remainder of the agreement. Any such allowances forthcoming will be considered simply as a float or an add-on. Downward adjustments, if any, will not affect an employee's applicable wage rate.

Shift Premiums: 0-20¢-22½¢-25¢ (0-12¢-15¢-18¢) for afternoon, evening, and night shifts.

Sunday Premium: \$1 (75¢) per hour.

Standby Pay: 15% (12½%) of regular rate for each hour on standby.

Paid Vacation: 2 weeks after 1 year of service, 3 weeks after 10 years, 4 weeks after 20 years (all unchanged), 5 weeks after 25 (30) years, and 6 weeks after 30 years (new).

In addition to the above vacation schedule, provision is retained for periodic special vacation leave of 5 weeks with pay.

Vacation Bonus: \$50 (\$30) per week for each week of vacation. Effective Jan. 1, 1977, \$60 per week.

Health and Welfare: General - The contingency clause in the previous agreement stipulating employee obligation for increases in premiums beyond 12% during the life of the agreement has been deleted.

Life Insurance - Coverage is increased commensurate with wage increases.

Long Term Disability Plan - The Drug Plan will be paid by the employer for employees covered under the LTD Plan (new).

Monthly benefits under the LTD Plan will increase commensurate with wage increases.

Dental Plan - Effective Apr. 1, 1976, coverage will be based on the 1975 (1971) Ontario Dental Association schedule of fees.

Pension Plan: Basic Benefits - All years of accredited service to be credited at 1.2% for employees born on or before Mar. 1, 1931 (1928) and at 1.1% for those born after 1931 (1928).

Supplemental Benefits - \$8.50 (\$6) per month per year of service to maximum of \$255 (\$200) per month.

Surviving Spouse Pension (new) - Benefits equal to 50% of pensioner's basic company pension at time of death.

Maintenance of Premiums - Employees between the ages of 55 and 62 years retiring after Mar. 1, 1976 are eligible for OHIP, Semi-private Hospitalization and Drug Plan premium coverage by the employer (new).

TRANSPORTATION

Air Canada, system-wide - The Canadian Air Line Pilots Association (Ind.):

A 12-month renewal agreement effective from Dec. 1, 1975 to Nov. 30, 1976, covering 1,515 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

No details available.

Canadian Pacific Air Lines Ltd., system-wide - Transportation-Communication

Division, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, Division No. 7 (AFL-CIO/CLC) (agents, dispatchers, assistant dispatchers, ground hostesses, and teletypists): A 16-month wage agreement as a result of a reopener clause in the existing agreement, effective from Oct. 27, 1975 to Feb. 27, 1977, covering 1,305 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Details of settlement being withheld pending a ruling by the Anti-Inflation Board.

COMMUNICATION

Canadian Broadcasting Corporation - Canadian Union of Public Employees (CLC)

(office and professional employees): A 24-month renewal agreement effective from July 7, 1975 to July 3, 1977, covering 2,530 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 13 months.

Wages:	Effective	July 7/75	July 5/76
General Increases		13½%	11%
Clerk		\$6,875-\$7,383	\$7,631-\$8,195
Group 2		(\$6,058-\$6,506)*	
Research Assistant- Information		\$12,045-\$15,007	\$13,370-\$16,658
Group 7		(\$10,612-\$13,222)*	
Announcer		\$16,072-\$20,328	\$18,242-\$22,564
Group 3		(\$14,160-\$17,910)*	

Bottom step dropped from salary scales for Groups 1 to 5 inclusive.

*Previous rates include an interim adjustment of \$500 per year effective Aug. 4, 1974.

Note: 3½% of the July 7, 1975 wage increase is being withheld pending approval by the Anti-Inflation Board.

Paid Vacation: 3 weeks after 1 year of service (unchanged), and 4 weeks after 12 (15) years. Effective July 7, 1976, 5 weeks after 25 years (new).

Health and Welfare: Group Life Insurance - Employer contributes \$2.99 bi-weekly (\$2.16 monthly) for employees with single status and \$5.98 bi-weekly (\$4.32 monthly) for employees with married status.

Hospital-medical - In premium provinces, employer pays 100% (66 2/3%) of premiums; in non-premium provinces, employer rebates 50% (33 1/3%) of provincial per capita grant.

Extended Medical and Supplementary Hospital Plans - Employer pays 100% (50%) of premiums.

Transportation Allowance: \$25 (\$20) per week paid to sales representatives who are authorized to use their cars on Corporation business.

Paternity Leave (new): 3 days' paid leave on birth or adoption of child.

Meal Allowance: \$3.25 (\$2.25) to compensate for the cost of a second meal for which an employee qualifies.

Canadian Broadcasting Corporation - Canadian Union of Public Employees (CLC)

(T.V. production unit): A 24-month renewal agreement effective from July 7, 1975 to July 3, 1977, covering 1,965 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 13 months.

Wages:	Effective	July 7/75	July 5/76
	General Increases	13½%	11%
	<u>Annual Rates</u>		
	Shop Helper Group 1	\$7,736-\$9,012 (\$6,816-\$7,940)*	\$8,587-\$10,003
	Stat Camera Operator Group 4	\$10,621-\$12,560 (\$9,358-\$11,066)*	\$11,789-\$13,942
	Film Editor-in- Charge Group 7	\$12,890-\$16,833 (\$11,357-\$14,831)*	\$14,308-\$18,685

Bottom step dropped from salary scales for Groups 1 to 4 inclusive.

*Previous rates include an interim adjustment of \$500 per year effective Aug. 4, 1974.

Note: 3½% of the July 7, 1975 wage increase is being withheld pending approval by the Anti-Inflation Board.

Paid Vacation: 3 weeks after 1 year of service (unchanged), and 4 weeks after 12 (15) years. Effective July 7, 1976, 5 weeks after 25 years (new).

Health and Welfare: Group Life Insurance - Employer contributes \$2.99 bi-weekly (\$2.16 monthly) for employees with single status and \$5.98 bi-weekly (\$4.32 monthly) for employees with married status.

Hospital-medical - In premium provinces, employer pays 100% (66 2/3%) of premiums; in non-premium provinces, employer rebates 50% (33 1/3%) of provincial per capita grant.

Extended Medical and Supplementary Hospital Plans - Employer pays 100% (50%) of premiums.

Travel Allowance - \$30 (\$20) per week car allowance and 11¢ (8¢) per mile

Film Cameramen: mileage allowance; 12¢ per mile mileage allowance if more than two people accompany the cameraman (new).

Paternity Leave (new): 3 days' paid leave on birth or adoption of child.

Meal Allowance: \$3.25 (\$2.25) to compensate for the cost of a second meal for which an employee qualifies.

TRADE

Northern Telecom Ltd. in Ontario, Manitoba, Saskatchewan and Alberta - Locals 4 and 9, Communications Workers of Canada (CLC): A 31-month renewal agreement effective from Apr. 2, 1976 to Oct 31, 1978, covering 1,500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Apr. 2/76</u>	<u>Nov. 1/76</u>	<u>Oct. 31/77</u>
	Increases	32¢-49¢	30¢-49¢	24¢-40¢
	COLA Fold-in*	27¢	27¢	26¢
	Adjustments	25¢	5¢	5¢
	Installer 1 (0-60 months)	\$4.29-\$6.49 (\$3.70-\$5.73)	\$4.86-\$7.23	\$5.36-\$7.86
	Installer 4	\$6.74 (\$5.73)	\$7.55	\$8.25

Retroactive Pay: Based on employee's grade or step at ratification, 32¢ to 49¢ for all hours paid back to Nov. 3, 1975, with 6¢ per hour for all COLA hours back to Feb. 16, 1976, plus an additional amount of \$50 per employee.

Cost of Living Allowance: 1¢ per hour for every 0.4 (0.45) of a point change in the Consumer Price Index - 1971 (1961) equals 100 - using October 1975 as a base, payable quarterly. No maximum. Effective in the second year of the agreement, 1¢ for every 0.375 of a point change. In the third year, 1¢ for every 0.34 of a point change.

Overtime Pay: Double time (time and one-half) after 8 hours worked on Saturday or after 7½ hours in the office (time and one-half for first 4 hours overtime, double time thereafter).

Paid Holidays: August Civic Holiday added for a total of 12. Effective in 1978, Jan. 2 added for a total of 13.

Paid Vacation: 2 weeks after 1 year of service and 3 weeks after 5 years (both unchanged), 4 weeks after 13 (15) years and 5 weeks after 22 years (unchanged).

Health and Welfare: Life Insurance - \$6,000 (\$5,000), company paid. Effective Nov. 1, 1976, \$7,000.

Sick Benefits - To provide 90% of total of basic rate plus COLA, effective July 1, 1976. On extended illnesses, 66 2/3% (50%) of total of basic rate plus COLA. (Previously not part of the collective agreement.)

Dental Plan - Company payment of Blue Cross Plan with 1975 schedule of fees and rider which provides for 50% of payment for denture work.

Pension Plan: (Previous plan based on a percentage of final earnings.)

Basic Benefit -

Grades 22-24 and 52-55 - \$9.50/month/year of service.
Grades 25-28 and 56-58 - \$11.50/month/year of service.
Grades 29 and 56-61
and ETE to ETC - \$13.50/month/year of service.
Grades 62-63, ETB,
ETA and Installers - \$15.50/month/year of service.

Supplemental Benefit - \$7 per month per year of service to a maximum of \$175 monthly will be paid to all new pensioners until Canada Pension Plan/Old Age Security benefits commence.

Disability Pension - Available after 10 (15) years of service.

Vesting - Full vesting rights after 10 years of service, regardless of age.

Temporary Supervisor Premium: 10% premium for employees assigned as temporary supervisors.

Responsibility 52¢ (30¢) per hour.
Allowance:

In-charge 52¢ (50¢) per hour.
Allowance:

Travel Allowance:	<u>Apr. 2/76</u>	<u>Nov. 1/76</u>	<u>Oct. 31/77</u>
Up to 1,000 miles	14¢ (11¢)	16¢	18¢
1,000 miles or over	12¢ (11¢)	13¢	14¢

Meal Allowance:	<u>Apr. 2/76</u>	<u>Nov. 1/76</u>
Breakfast	\$3 (\$1.50)	\$3
Lunch	\$4 (\$2)	\$4.50
Dinner	\$6 (\$4)	\$6.50

EDUCATION AND RELATED SERVICES

Niagara South Board of Education - Local 468, Canadian Union of Public Employees (CLC) (maintenance services and plant operations):
A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General	54¢-85¢
	Increases	
	Cleaner	\$4.00 (\$3.46)
	Electrician	\$6.60 (\$5.75)

Shift Premiums: 0 - 20¢ - 25¢ (0 - 16¢ - 20¢).

Paid Vacations: 4 weeks after 10 (13) years, 5 weeks after 22 (23) years.

Welfare: Dental Plan - Effective July 1, 1976, employer pays 100% of premiums for new basic dental plan using the Ontario Dental Associations 1975 schedule.

Ottawa Board of Education - Ottawa Board of Education Employees' Association
(Ind.) (maintenance, services and plant operations employees):

A 13-month renewal agreement effective from Jan. 1, 1976 to Jan. 31, 1977, covering 900 employees, settled after a work stoppage with mediation assistance. Duration of negotiations- 7 months.

Wages: Effective Apr. 5/76

General Increase 11%

Kitchen Assistant \$3.33
(\$3.00)

Full-time Caretaker \$4.66
(after probation) (\$4.20)

Electrician \$7.10
(Mtce. Cat. 1) (\$6.40)

Lump Sum Payment: In lieu of retroactivity, full-time employees receive a \$175 lump-sum payment and part-time employees receive pro-rated payments.

Paid Holidays: Remembrance Day confirmed as a paid holiday for a total of 11 full days and 2 half days.

Paid Vacation:	<u>Service</u>	<u>Vacation</u>
	Less than 1 year	1 1/4 (1) working days per month worked
	1 year	15 working days (unchanged)
	6 years	16 working days (new)
	7 years	17 working days (new)
	8 years	18 working days (new)
	9 years	19 working days (new)
	10 years	20 working days (unchanged)
	25 years	25 working days (unchanged)

Health and Welfare: Group Life Insurance - Employer pays 80% (75%) of premiums. A new plan for part-time employees provides a \$2,500 benefit.

OHIP - Employer pays 80% (75%) of premium.

Long-term Disability Insurance - Employer pays 80% (75%) of premium. A new long-term disability insurance plan for employees who work 26 to 30 hours per week provides for the payment of two-thirds of salary if the employee is disabled beyond 6 months.

Bereavement Leave: Definition of "immediate family" extended to include daughter-in-law and son-in-law for up to 4 days' paid leave.

Provincial Schools Authority, province-wide - Federation of Provincial Schools Authority Teachers (Ind.): A 12-month renewal agreement effective from Sept. 1, 1975 to Aug. 31, 1976, covering 710 employees, settled at the arbitration stage. Duration of negotiations - 12 months.

Holdback: Pending review and approval by the Anti-Inflation Board, the increases shown below will be held in abeyance except for a one-time \$500 payment.

Wages: Effective Sept. 1/75

Annual Rates

Teacher Category 1 0-5 years	\$7,750-\$11,500 (\$6,300-\$9,200)
Teacher Category 4 0-9 (10) years	\$10,910-\$18,380 (\$8,300-\$14,900)
Teacher Category 7 0-12 (13) years	\$13,400-\$23,360 (\$10,000-\$19,000)

Annual Allowances: Principals - \$2,500 (\$2,000) plus \$220 per teacher to a maximum of \$5,500 (\$5,000).

Supervisory Teachers - \$1,600 (\$1,450) plus \$110 per teacher to a maximum of \$2,900 (\$2,700).

Provincial Schools Allowance: \$1,200 for permanent contract teachers and \$1,000 for probationary teachers. (Previous allowance was \$900.) Allowances shown above for principals and supervisory teachers include the Provincial School Allowance.

Health and Welfare: OHIP - Employer pays 100% (90%) of premium.

Sudbury District Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des enseignants franco-ontariens (OTF): A 20-month renewal agreement effective from Jan. 1, 1976 to Aug. 31, 1977, covering 1,055 employees, settled at the mediation stage. Duration of negotiations - 9 months.

Wages:	Effective	Jan. 1/76	Sept. 1/76
	Teacher Category D 0-6 years	\$8,150-\$12,770 (\$7,084-\$10,710)	\$8,965-\$14,047
	Teacher Category A1 0-10 (11) years	\$10,800-\$18,500 (\$9,371-\$16,117)	\$11,880-\$20,350
	Teacher Category A4 0-11 (12) years	\$12,600-\$23,270 (\$10,925-\$18,575)	\$13,860-\$25,597

Cost of Living Allowance: Deleted from this agreement. (The COLA formula in the previous agreement was subject to a trigger (a Consumer Price Index annual rise in 1974 in excess of 11%), and did not become operative.)

Allowances: Principal

<u>Previous Scale</u>	<u>Jan. 1/76 Scale</u>	<u>Sept. 1/76 Scale</u>
First 2 classrooms, \$750 per room	First 2 units, \$1,000 per unit	First 2 units, \$1,100 per unit
Next 6, \$450 per room	Next 4, \$500 per unit	\$550 per unit
Next 6, \$225 per room	Next 4, \$300 per unit	\$330 per unit
Next 5, \$175 per room	Next 6, \$200 per unit	\$220 per unit
Remaining, \$150 per room	Next 6, \$150 per unit	\$165 per unit
	Next 6, \$100 per unit	\$110 per unit
	Remaining, \$50 per unit	\$55 per unit

Director's Responsibility Allowance - \$4,500 (\$4,100) effective Jan. 1, 1976, and \$4,950 effective Sept. 1, 1976.

Consultants - \$2,250 (\$2,050) effective Jan. 1, 1976 and \$2,475 effective Sept. 1, 1976.

Health and Welfare: Dental Plan - Effective Jan. 1, 1976, the employer pays 75% (50%) of the premiums, and effective Jan. 1, 1977, 100% of the premiums.

Sick Leave: Effective June 30, 1976, 212 (200) days maximum accumulation, and effective June 30, 1977, 232 days.

Transportation Allowance: 20¢ (16¢) per mile.

Bereavement Leave: 5 (3) days' paid leave.

Toronto City Board of Education - Local 134, Canadian Union of Public Employees (CLC) (caretakers and maintenance employees): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 640 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Bargaining Unit Merger: The employees represented by this single agreement were formerly covered under two separate contracts between Toronto City Board of Education and Local 134 representing Plant Operation employees and Local 134 representing Maintenance Department employees.

Wages: Effective Jan. 1/76

Increases 11¢ plus 10% to base rate.
24¢ differential maintained.

Caretaker \$5.63
(\$5.01)

Skilled Helper \$5.87
(\$5.25)

Shift Premiums: 0-24¢-24¢ (0-22¢-22¢).

Paid Vacation: 3 weeks after 1 year of service, 4 weeks after 13 years (both unchanged), 5 weeks after 20 (22) years and 6 weeks after 30 (40) years.

Annual determination of years of service for calculation of vacation entitlement to be based on the calendar year (previously, June 30).

Health and Welfare: Extended Health Care - The plan has been modified to include an allowance for prescription eye glasses and hearing aids. Coverage applies to employees and dependents, with \$25 deductible for single coverage and \$50 deductible for family coverage.

Toronto City Board of Education - Local 63, Canadian Union of Public Employees (CLC) (chief caretakers and stationary engineers): A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 267 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	72¢
	Caretaker (4th Class Engineer)	\$6.04 (\$5.32)
	Caretaker (2nd Class Engineers)	\$6.89 (\$6.17)
Code Bonus:	Code bonus based on size of school revised from 10 categories to 6 categories.	
Shift Premiums:	0 - 24¢ - 24¢ (0 - 22¢ - 22¢).	
Paid Vacations:	5 weeks after 20 (22) years and 6 weeks after 30 (40) years.	
Welfare:	<u>Extended Health Care Plan</u> - Eyeglasses and hearing aids now included.	

EDUCATION AND RELATED SERVICES

Toronto City Board of Education - Local 1316, Canadian Union of Public Employees (CLC) (public school secretaries): A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increases	\$21-\$55
	Clerical Assistants	\$160-\$186 (\$139-\$165)
	Secretaries	\$184-\$246 (\$160-\$191)
	Probationary period is 6 months.	
Paid Vacations:	5 weeks after 20 (22) years, 6 weeks after 30 (40) years.	
Welfare:	<u>Extended Health Care Plan</u> - Eyeglasses and hearing aids now included.	

University of Ottawa - The Association of Professors of the University of Ottawa (Ind.): A 24-month first agreement effective from Apr. 21, 1976 to Apr. 30, 1978, covering 850 employees, settled at the bargaining stage with wages settled by arbitration. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>May 1/76</u>	<u>May 1/77</u>
	General Increase	1.5%		Wage Reopener

Scale Increases:

On the 1st \$20,000 or part thereof		10%
On the next \$5,000 or part thereof		8.5%
On the next \$5,000 or part thereof		7.5%
On the next \$5,000 or part thereof		6.5%
On the rest		5%
Lecturer	\$11,129 (\$10,965)	\$12,241
Assistant Professor	\$14,321 (\$14,110)	\$15,753
Associate Professor	\$18,422 (\$18,150)	\$20,264
Full Professor	\$23,750 (\$23,480)	\$26,068
Ceiling For All Ranks	\$40,858 (\$40,255)	\$44,275

Union Dues: Modified Rand Formula.

Paid Holidays: 9 plus noon December 24 to noon January 2.

Paid Vacation: One month per year.

Health and Welfare: Life Insurance - Employer pays 100% of premium for first \$25,000 of coverage.

OHIP - Employer pays 25% of premiums.

Major Medical - Employer pays 100% of premiums.

Weekly Indemnity - Benefit of 100% of salary for a period of 17 weeks.

Long-term Disability - Employer pays 100% of premiums. Maximum amount of benefit is \$2,500 per month plus 4% COLA provision.

Pension Plan: Employer's Contribution - Employer contributes an amount equivalent to 8.6% of an employee's earnings.

Benefits - Amount of annual pension at retirement may not exceed the lesser of (i) \$1,143 times the number of years of credited service not exceeding 35, or (ii) an amount that is the produce of (a) 2% per year of credited service not exceeding 35 years and (b) the average of the best five years of remuneration paid to the member by the University. Maximum yearly adjustment of \$40 to pensions payable to any member or to any survivor of any member.

Survivor's Benefit - Pension payable to the member's survivors during the first five years following the member's retirement will be the amount that was being paid to the member, and the pension payable thereafter will be 50% of that amount.

Severance Pay: 12 months of salary for qualifying employees.

Transportation Allowance: Mileage Allowance of 18¢ per mile when travelling on university business.

Sabbatical Leave: After 6 years' service, 75% of annual pay or one-half year with full pay.

Maternity Leave: 17 consecutive weeks unpaid leave.

Moving Allowance: \$1,625 maximum allowance. 18¢ per mile mileage allowance when private car is used in moving.

Wellington County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): An 8-month renewal agreement effective from Jan. 1, 1976 to Aug. 31, 1976, covering 700 employees, settled at the mediation stage. Duration of negotiations - 8 months.

Note: New provisions in this agreement will be implemented on the date of signing, taken as May 1, 1976. Retroactivity to Jan. 1, 1976, is subject to Anti-Inflation Board approval of the agreement.

Wages:	Effective	Jan. 1/76 (see note above)
	Category D Teacher	\$8,300-\$11,700
	0-6 years	(\$7,625-\$10,635)
	Category A1 Teacher	\$11,000-\$18,600
	0-10 years	(\$9,585-\$16,510)
	Category A4 Teacher	\$13,000-\$23,500
	0-11 (13) years	(\$11,390-\$20,925)
Allowances:	Principals (0-8 years):	
	4 to 9 teachers	\$1,800 - \$5,300 (\$1,600 - \$5,100)
	10 to 19 teachers	\$2,400 - \$5,900 (\$2,200 - \$5,700)
	20 or more teachers	\$2,900 - \$6,500 (\$2,700 - \$6,300)
	Consultants (0-6 years)	\$1,700 - \$3,500 (\$1,500 - \$3,300)
Health and Welfare:	Employer pays 80% (75%) of premiums for OHIP, Semi-private Hospital, Blue Cross Extended Health Care, Dental Plan and Group Life Insurance.	

HEALTH AND WELFARE SERVICES

Extendicare Ltd., Central Park Lodges of Canada, Guildwood Villa, Oakridge Villa, Heritage Nursing Home, Bestview Lodges (Oshawa and Orillia), and Beacon Hill Lodges of Canada Ltd., various Ontario cities - Locals 183, 204, 210, 220, 268, 478 and 532, Service Employees International Union (AFL-CIO/CLC): Seven 26-month renewal agreements effective from Feb. 1, 1976, to Mar. 3, 1978, covering a total of 1,495 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

NOTE: This is the first occasion that the above bargaining units have bargained together jointly for a new contract. Previous agreements held separately by the seven nursing homes were reopened in 1974 and, through joint bargaining, were extended by one month to expire Jan. 31, 1976. At the same time, a revised wage grid was established on a uniform basis to become effective Dec. 1, 1975.

While the new terms apply to all seven nursing home contracts, except where noted, contracts which held superior benefits in the past will retain those benefits.

Provisions in brackets which refer to the previous agreement apply to Extendicare unless otherwise indicated.

Wages: Effective	<u>Feb. 1/76</u>	<u>Oct. 1/76</u>	<u>Apr. 1/77</u>	<u>Oct. 1/77</u>
Increases	30¢-35¢	15¢-20¢	15¢-25¢	15¢-20¢
Aides-Attendants	\$3.72-\$4.40 (\$3.62-\$4.10)	\$3.92-\$4.60	\$4.12-\$4.80	\$4.32-\$5.00
Maintenance	\$5.45-\$6.05 (\$5.35-\$5.75)	\$5.65-\$6.25	\$5.85-\$6.45	\$6.05-\$6.65

Cost-of-Living Allowance (new): Adjustments equal to 4¢ per hour for each full percentage point that the Consumer Price Index for the month of January 1977 exceeds the C.P.I. for the month of January 1976 by more than 9% will be added to the wage rates in effect as of the April 1977 and the October 1977 wage increase dates. Maximum adjustment is capped at 12¢.

Hours of Work: During the previous agreements, the weekly and daily hours of work were reduced from 40 and 8 to 37½ and 7½, respectively. The reduced schedule continues in this agreement.

Rest Period: 15 (10) minutes, twice a day.

Shift Premiums (for rotating shift work only): 0-14¢-14¢ (Prior to this agreement, shift premiums amounted to \$1 per afternoon or night shift and applied only to Central Park Lodges, Oakridge Villa and Guildwood Villa Nursing Homes.)

Paid Holidays: Effective in 1977, 1 additional paid holiday for a total of 11 days. The date of the new holiday will, if possible, correspond to Heritage Day.

Health and Welfare: Life Insurance - \$2,000 (\$1,500) coverage. Employers pay 100% of premiums.

Major Medical - Effective approximately July 1, 1976, deductibles will be reduced to \$10 single, \$20 family (\$25/\$50) with no co-insurance. Employers pay 50% of premiums.

Bereavement Leave: 3 (1) days' paid leave in the event of death of a sister-in-law, brother-in-law, or grandchild.

Uniform Allowance: Effective May 1, 1976, \$4 per month and effective May 1, 1977, \$5 per month for Central Park Lodges, Extendicare, Villa Centres, Beacon Hill, and Heritage Nursing Homes.

For Bestview, \$3 per month effective June 1, 1976, \$4 per month effective Feb. 1, 1977, and \$5 per month effective June 1, 1977.

(Under previous agreements, allowance was \$3 per month for most homes. Two homes had no provision.)

Sick Leave: 1½ days (1 day) per month cumulative to maximum of 45 (15) days.

PERSONAL SERVICES

South Side Development Ltd. (Four Seasons Sheraton), Sheraton Ltd. (King Edward Hotel), Knott Hotels Company of Canada Ltd. (Westbury Hotel), Commonwealth Holiday Inn of Canada Ltd. (Holiday Inn Toronto Downtown), Four Seasons Hotel Ltd. (Inn on the Park and Four Seasons Jarvis Street) all at Toronto - Local 299, Hotel and Restaurant Employees' and Bartenders' International Union (AFL-CIO/CLC): Five renewal agreements, covering 6 hotels and a total of 1,915 employees, effective from Jan. 1, 1976 (except Inn on the Park and Four Seasons Jarvis, both of which are effective from Mar. 10, 1976) to Dec. 31, 1977, all settled at the bargaining stage.

Wages: Four Seasons Sheraton, King Edward Hotel, Westbury, and Holiday Inn Toronto Downtown:

Effective	<u>Jan. 1/76</u>	<u>Mar. 23/76*</u>	<u>Aug. 1/76</u>	<u>July 1/77</u>
Waiter/Waitress	\$2.55	\$2.65	\$2.70	\$2.85
General Maintenance	\$3.78		\$4.00	\$4.25

*Substitute Apr. 3, 1976 for Holiday Inn and Apr. 18, 1976 for the Westbury.

Inn on the Park and Four Seasons Jarvis Street:

Effective	<u>Mar. 10/76</u>	<u>Aug. 1/76</u>	<u>July 1/77</u>
Waiter/Waitress	\$2.65	\$2.70	\$2.85
General Maintenance	\$3.78	\$4.00	\$4.25

Hours of Work: Unchanged for all agreements at 40 hours per week and 8 hours per day.

Paid Holidays: Unchanged for all agreements at 10 days per year except the Westbury, which remains unchanged at 11 days.

Paid Vacation:	<u>Four Seasons Sheraton</u>	<u>King Edward Hotel</u>
	2 weeks after 1 year; 3 weeks after 8 years in 1976 and after 5 years in 1977	2 weeks after 1 year; 3 weeks after 8 years in 1976 and after 5 years in 1977; 4 weeks after 18 years
	<u>Holiday Inn</u>	<u>Westbury</u>
	2 weeks after 1 year and 3 weeks after 5 years	2 weeks after 1 year; 3 weeks after 8 years in 1976 and after 5 years in 1977; 4 weeks after 17 years

Inn on the Park & Four Seasons Jarvis Street

2 weeks after 1 year;
3 weeks after 6 years
in 1976 and after 5
years in 1977; 4 weeks
after 14 years

Health and
Welfare:

Coverage varies by hotel and, for the most part, remains unchanged from the previous agreements. However, a labour-management committee is to be established for the purpose of developing a feasible, common base health and welfare package for possible implementation in 1977.

Cara Operations Limited at Malton - Local 299, Hotel Employees (AFL-CIO/CLC):
A 24-month renewal agreement effective from October 30, 1975 to October 29, 1977, covering 340 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Nov. 1/75</u>	<u>Nov. 1/76</u>
	Increases	11.2%	7.2%
	Additional Adjustments	Inequity adjustments for some classifications	
	Flight Kitchen Assistants	\$3.10-\$3.30 (\$2.66-\$2.86)	\$3.36-\$3.56
	1st Cook	\$5.14-\$5.34 (\$4.17-\$4.37)	\$5.57-\$5.77

*Note: Increases are subject to approval by the Anti-Inflation Board.

Probationary period is 45 days worked for all employees (previously 45 or 60 days depending on classification). Job rates are reached upon completion of probationary period.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance (CLC)
(communications group): An 8½-month renewal agreement effective from Apr. 14, 1976 to Dec. 26, 1976, covering 860 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Dec. 29/75</u>	<u>Nov. 29/76</u>
	Increases:		
	Levels 1 and 2	11.35%	
	Levels 3 to 7	12%	Additional increments at the maximum of levels 5, 6, and 7.

Annual Rates

CM-1	\$8,155-\$9,186 (\$7,324-\$8,250)	
CM-7	\$14,204-\$15,547 (\$12,682-\$13,881)	\$14,204-\$15,995

There were no other improvements in monetary benefits.

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (data processing group): An 8½-month renewal agreement effective from Apr. 29, 1976 to Jan. 9, 1977, covering 2,805 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 11/76</u>
	General Increase	11.35%
	DA-CON-1	\$6,606-\$8,820 (\$5,933-\$7,921)
	DA-CON-8	\$15,444-\$16,914 (\$13,870-\$15,190)
	DA-PRO-1	\$6,579-\$9,682 (\$5,908-\$8,695)
	DA-PRO-7	\$17,107-\$18,741 (\$15,363-\$16,831)

There were no other improvements in monetary benefits.

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (primary products inspection group): A 7½-month renewal agreement effective from Apr. 15, 1976 to Oct. 31, 1976, covering 2,630 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Nov. 3/75</u>
	General Increase	10.5%
	<u>Annual Rates</u>	
	PI-1	\$10,619*-\$12,521 (\$10,041-\$11,331)
	PI-3	\$13,331-\$15,061 (\$12,064-\$13,630)
	PI-6	\$18,666-\$21,120 (\$16,892-\$19,113)
	*Note: Effective Apr. 15, 1976, new starting rate with 4 (3) steps to maximum.	
Adoption Leave (new):	1 day's leave with pay. Leave may be divided into two periods and granted on separate days.	
Meal Allowance:	\$2.85 (\$2.50) after 3 hours' overtime and \$2.75 (\$2.50) after each additional 3 hours.	

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (programme administration group): An 8½-month renewal agreement effective from Apr. 23, 1976 to Dec. 26, 1976, covering 20,440 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Dec. 23/75</u>
	Increases:	
	Levels 1 and 1A	12%
	Level 2	11%
	Level 3	10%
	Levels 4, 5, and 6	9%

Annual Rates

PM-1	\$11,800-\$14,666 (\$10,536-\$13,095)
PM-6	\$24,748-\$28,083 (\$22,705-\$25,764)

Note: Previous rates include an interim adjustment of \$265 effective Apr. 1, 1974.

Shift Premiums:	0-14¢-20½¢ (0-12½¢-18½¢).
Standby Pay:	\$7.80 (\$7.00) on a day of rest or paid holiday, \$3.35 (\$3.00) on other days.
Meal Allowance:	\$2.50 (\$2.25) after 3 hours' overtime.

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (welfare programme group): An 8-month renewal agreement effective from May 6, 1976 to Dec. 26, 1976, covering 1,540 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Dec. 29/75</u>
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Increases:

Developmental Level	14.3%
Level 1	13 %
Level 2	12.5%
Level 3	12 %
Level 4	10.5%
Level 5	10 %

Annual Rates

WP-1	\$10,229-\$13,462 (\$9,052-\$11,913)
WP-5	\$21,041-\$23,911 (\$19,128-\$21,737)

Shift Premiums:	0-14¢-20½¢ (0-12½¢-18½¢).
Standby Pay:	\$7.80 (\$7.00) on a day of rest or paid holiday, \$3.35 (\$3.00) on other days.
Meal Allowance:	\$2.50 (\$2.25) after 3 hours' overtime.
Penological Factor Allowance:	\$952 (\$850) maximum.

LOCAL ADMINISTRATION

Etobicoke Borough - Local 185, Canadian Union of Public Employees (CLC) (outside emp

A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 670 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/76*
	General Increase	11.1%
	Labourer	\$5.62 (\$5.06)
	Auto Mechanic	\$7.01 (\$6.31)

*New wage scale is retroactive to Jan. 1, 1976 only for those employees on the active payroll Apr. 12, 1976, with the exception of employees who have retired or to the estate of employees who were deceased between Jan. 1, 1976 and Apr. 12, 1976.

Paid Holidays: 1 floating holiday added for a total of 12 holidays.

Paid Vacation: 2 weeks after 1 year of service (unchanged), 3 weeks after 3 (5) years, 4 weeks after 10 (13) years, 5 weeks after 18 (22) years and 6 weeks (new) after 25 years.

Health and Welfare: Dental Plan (new) - A no deductible, no co-insurance basic dental plan will be implemented Oct. 1, 1976, with the employer paying 100% of the premiums.

Long-term Disability - 75% (65%) of basic monthly earnings to maximum of \$1,000.

Tool Allowance: \$40 (\$25) annually.

Car Allowance: \$225 (\$175) annually for Construction Inspectors authorized to use their cars on the employer's business. In addition, mileage allowance is increased to 20¢ (16¢) per mile.

Pay for Union Witness at Arbitration Hearings (new): The employer will pay the cost of any loss in regular salaries or wages, provided the award is in favour of the Union.

Scarborough Borough Corporation - Local 545, Canadian Union of Public Employees

(CLC): A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 449 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase:	11.1%*
	Group 2 (includes Junior Records Clerk)	\$6,950-\$7,514 (\$6,256-\$6,763)
	Group 19 (includes Senior Planner)	\$16,942-\$20,967 (\$15,249-\$18,872)

Probationary period is 65 working days. Maximum rates for Group 2 reached after 18 months, for Group 19 after 54 months.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Paid Holidays: One additional day to be set by Corporation for a total of 11 (10) days.

Paid Vacations: 3 weeks after 3 (5) years, 4 weeks after 10 (13) years, 5 weeks after 18 (22) years, 6 weeks (new) after 25 years.

Welfare: Dental Plan - Effective October 1, 1976, employer pays 100% of the premiums for a new basic dental plan.

Sudbury Regional Municipality - Local 6, Canadian Union of Public Employees (CLC) (outside employees): A 24-month renewal agreement effective from January 1, 1976 to December 31, 1977, covering 200 employees, settled at the mediation stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Jan. 1/77</u>
	General Increases	48¢	46¢
	Labourer	\$5.07 (\$4.59)	\$5.53
	Mechanic "A"	\$7.10 (\$6.62)	\$7.56

Paid Vacations: 3 weeks after 1 (4) year, 4 weeks after 4 (9) years, 5 weeks after 9 (19) years, 6 weeks after 19 (24) years, 7 weeks (new) after 24 years.

Welfare: Dental Plan - Employer pays 100% of the premiums for the basic dental plan - Blue Cross #7, based on the 1975 (1973) Ontario Dental Association schedule of fees.

Toronto City and Metro Toronto - Canadian Union of Public Employees (CLC),
Local 79 (inside empls.) and Local 43 (outside empls.):
Four 12-month renewal agreements effective from Jan. 1, 1976
to Dec. 31, 1976, covering a total of 9,905 employees,
settled at the conciliation officer stage. Duration of
negotiations - 7 months.

The agreements as ratified have been approved by the Anti-
Inflation Board. The contract provisions, including those
shown below, have now been implemented.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	11.1%
	<u>Metro Toronto</u>	
	Outside Employees:	
	Labourer	\$5.62
	(after 3 months)	(\$5.06)
	Electronic Technician	\$7.49
		(\$6.74)
	Inside Employees:	
	Clerk Grade 5	\$3.94-\$4.66
		(\$3.55-\$4.19)
	Planner	\$8.21-\$11.38
		(\$7.39-\$10.24)
	<u>Toronto City</u>	
	Outside Employees:	
	Labourer	\$5.62
	(after 3 months)	(\$5.06)
	Stationary Engineer	\$7.59
	Grade 2	(\$6.83)
	Inside Employees:	
	Clerk Grade 5	\$3.91-\$4.63
		(\$3.52-\$4.17)
	Real Estate Valuator	\$7.53-11.72
	and Negotiator	(\$6.78-\$10.55)

Cost of Living Allowance (new): A 1% allowance for every 1% that the Consumer Price Index (1971 equals 100) exceeds 158.0 will be paid as a lump sum payment as soon as possible after Dec. 31, 1976. To be operative the provisions of the plan must be deemed consistent with governmental legislation.

Paid Holidays: The annual Picnic or Social Day provided in past agreements through a letter of understanding has been contractually designated as a floating holiday, for a total of 12 holidays.

Paid Vacation: 2 weeks after 1 year of service (unchanged), 3 weeks after 3 (5) years, 4 weeks after 10 (13) years, 5 weeks after 18 (22) years, and 6 weeks (new) after 25 years.

Health and Welfare: Life Insurance - Inside employees now have coverage equal to 2 (1½) times annual salary, bringing it in line with coverage for outside employees.

Long-term Disability - Coverage equal to 75% (65%) of basic salary to a monthly maximum of \$1,000.

Dental Plan (new) - A non-deductible, basic dental plan with the employers paying 100% of the premiums will become effective Sept. 1, 1976.

Addendum

February 1976 Settlements

LOCAL ADMINISTRATION

Hamilton - Wentworth Regional Municipality - Local 167, Canadian Union of Public Employees (CLC) (inside employees): A 12-month renewal agreement effective from February 1, 1976 to January 31, 1977, covering 272 employees, settled at the bargaining stage and ratified in February 1976. Duration of negotiations - 2 months.

Wages:	Effective	<u>Feb. 1/76</u>
	General	10%
	Increases	
	Clerk Typist 3	\$146.11 - \$157.94 (\$132.83 - \$143.58)
	Draftsman 1	\$242.95 - \$290.96 (\$220.86 - \$264.51)
	Systems Analyst	\$387.57 - \$461.67 (\$352.34 - \$419.70)

Probationary period is 60 working days. Annual increases granted on merit. Maximum rates for a Clerk Typist 3 may be reached after 2 annual increases and for a Draftsman 1 and Systems Analyst after 4 annual increases.

Shift
Premiums: 0 - 25¢ - 25¢ (0 - 21¢ - 21¢).

Paid Vacations: 3 weeks after 3(5) years, 4 weeks after 11(14) years and 5 weeks after 20(25) years.

Welfare: Dental Plan - Effective within 6 months, employer will pay 100% of the premiums for a new basic dental plan.

Meal Allowance: \$3.00 (\$2.50).

Sick Leave
Gratuity: A gratuity equal to 50% of accumulated sick leave credits to a maximum of 3 months for employees with 7(10) years of service and to a maximum of 6 months for employees with 12(15) years of service will be paid upon termination of employment except by discharge. This provision also applies to the agreement for outside employees reported on page 139 of the March 1976 issue.

March 1976 Settlements

TEXTILE

Kendall Company (Canada) Limited, Toronto - Local 8505, Steelworkers (AFL-CIO/CLC): A 24-month first agreement effective from March 15, 1976 to March 14, 1978, covering 414 employees settled at the post-conciliation bargaining stage and ratified in March 1976. Duration of negotiations - 7 months.

Wages:	Effective	<u>March 15/76</u>	<u>March 15/77</u>
	General Increase	35¢-45¢*	30¢-40¢
	Level A (includes Packer)	\$3.92 (\$3.57)	\$4.22
	Level L (includes Electrician)	\$6.24-\$7.04 (\$5.79-\$6.59)	\$6.64-\$7.44

Probationary period is 60 working days. Maximum rates reached for Group L after 120 working days.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Paid Holidays: 1 (½) day before Christmas Day added for a total of 10 (9½).

Paid Vacations: Effective in 1976, 3 weeks after 6 (7) years. Effective in 1977, 3 weeks after 5 years.

Welfare: Weekly Indemnity Plan - Effective April 1, 1976, benefits of 66 2/3% of weekly earnings to a maximum of \$133 per weekly payable on a 1-8-26 (1-8-15) basis.

Major Medical Plan - Effective April 1, 1976, company pays 100% (80%) of present cost of premiums for plan with \$10/\$20 (\$25/\$50) deductibles.

CLOTHING

John Rennie Limited at Guelph - Local 740, Amalgamated Clothing Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1976 to December 31, 1977, covering 250 employees, settled at the conciliation officer stage and ratified in March 1976. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 5/76</u>	<u>Jan. 3/77</u>
	Increases	25¢ for incentive workers; 31¢ for non-incentive workers	16.5¢ - 18¢ for incentive workers; 30¢ for non-incentive workers
	Bundle Operator	\$2.81 (\$2.50)	\$3.11
	Receiver	\$3.31 (\$3.00)	\$3.61
	Power Cutter and Spreader	\$4.06 (\$3.75)	\$4.36
Paid Holidays:	Effective in 1977, one floating day is added for a total of 9 (8).		
Paid Vacations:	Effective in 1977, 3 weeks after 10 (15) years.		
Welfare:	<u>Life Insurance</u> - Effective as soon as possible \$2,000 for all employees (previously \$1,000 for single coverage and \$2,000 for dependent coverage).		

EDUCATION AND RELATED SERVICES

London and Middlesex County Roman Catholic Separate School Board - Ontario English Catholic Teachers Association (Ind.): A 20-month renewal agreement effective from January 1, 1976 to August 31, 1977, covering 450 employees, settled at the fact-finding stage and ratified in March 1976. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Jan. 1/77</u>
	General Increases	\$950 - \$1,950	\$1,000 - \$1,900
	Teacher Category D	\$9,700 - \$11,900 for 2-6 years (\$7,950 - \$10,250 for 1-5 years)	\$10,700 - \$13,700 for 3-8 years
	Teacher Category A ₄	\$12,800 - \$23,100 for 0-12 years (\$10,850 - \$20,250 for 0-14 years)	\$13,600 - \$25,000 for 0-10 years

Wage grid revised January 1, 1976, for Category D, maximum reached after 6 (5) years experience, for Category A₄, maximum reached after 12 (14) years. Effective January 1, 1977, for Category D, maximum reached after 8 years, for Category A₄, maximum reached after 10 years.

Welfare: Life Insurance - Employer pays 80% (75%) of the premiums for plan providing premiums of twice annual salary with a minimum coverage of \$20,000 for all employees (previously \$20,000 for all males and married female household heads, \$10,000 for other females).

OHIP, Major Medical Plan, Dental Plan and Long Term Disability Plan - Employer pays 80% (75%) of the premiums.

Mileage Allowance: 20¢ (18¢) per mile

Sault Ste. Marie Board of Education - Local 16, Canadian Union of Public Employees (CLC) (maintenance employees): A 24-month renewal agreement effective from January 1, 1976 to December 31, 1977, covering 250 employees, settled at the conciliation officer stage, and ratified in March 1976. Duration of negotiations - 4 months.

Wages:	Effective	Jan. 1/76	Jan. 1/77
	General	59¢ *	50¢
	Increases		
	Cleaners	\$4.75 (\$4.16)	\$5.25
	Maintenance Employees (after 5 years)	\$6.32 (\$5.73)	\$6.82
	* Note: Increases are subject to approval by Anti-Inflation Board.		

Shift Premiums: 0 - 15¢ - 25¢ (0 - 12¢ - 15¢).

Paid Vacations: Effective in 1976, 5 weeks after 18 (19) years.

Responsibility Allowance: \$1.71 (\$1.50) per hour for first 50,000 square feet in secondary schools for caretakers.

Welfare: Life Insurance - \$3,000 (\$2,000) for each \$1,000 of annual salary.

Anti-Inflation Board Rulings in April 1976

Company	Reference	Action
Abitibi Paper Co. Ltd. and Abitibi Forest Products Ltd., various locations	Feb. 76, p. 50	Disallowed
Canadian Salt Co. Ltd., Windsor Mines	Dec. 75, p. 417	Disallowed
Cyanamid of Canada Ltd., Welland	Dec. 75, p. 430	Allowed
Denison Mines Ltd., Elliot Lake	Jan. 76, p. 1	Disallowed
E.B. Eddy Co., Hull, Que., and Ottawa, Ont.	Feb. 76, p. 51	Disallowed
Eddy Forest Products Ltd., Espanola	Feb. 76, p. 52	Disallowed
Great Lakes Paper Co. Ltd., Thunder Bay	Feb. 76, p. 52	Disallowed
Hamilton City Corporation (outside employees)	Feb. 76, p. 75	Allowed
Hammond Mfg. Co. Ltd., Guelph	Dec. 75, p. 428	Disallowed
Liquor Control Board of Ontario	Feb. 76, p. 71	Disallowed
Metro Toronto Board of Education	Mar. 76, p. 129	Disallowed
Rio Algom Ltd., Elliot Lake	Jan. 76, p. 3	Disallowed
Spruce Falls Power and Paper Company Ltd. and Kimberly-Clark of Canada Ltd., Kapuskasing	Feb. 76, p. 54	Disallowed
Sudbury Board of Education	Feb. 76, p. 73	Disallowed

Note: Actions refer to settlements covering 200 or more employees previously published in the Monthly Settlements Report. This list includes only those rulings which have come to the attention of the Ministry of Labour, and it may be incomplete.

Negotiations in Progress during April 1976 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage*
A & P Stores, Province-wide	Foodworkers (AFL-CIO/CLC) (full-time and part-time empls.)	4,735	B
AP Parts of Canada Ltd. (Rexdale Operation), Toronto	Auto Workers (CLC)	375	CO
Alcan Canada Products Ltd., Kingston	Steelworkers and Machinists (AFL-CIO/CLC)	1,300	B
American-Standard Products, Canada Ltd., Toronto	Potters (AFL-CIO/CLC)	245	B
Associated Spring, Hamilton	N.C.C.L.	217	B
Benn Iron Foundry Ltd., Wallaceburg	Auto Workers (CLC)	220	CO
Benson and Hedges (Canada) Ltd. (Benson and Hedges Tobacco Co. Division), Brampton	Tobacco Workers (AFL-CIO/CLC)	320	B
Borg-Warner Canada, Long Manufacturing Div. Cambridge	Machinists (AFL-CIO/CLC)	200	B
CN (Chateau Laurier Hotel), Ottawa	Railway, Transport and General Workers (CLC)	350	B
Canada Safeway, Southeastern Ontario	Retail Clerks (AFL-CIO/CLC)	650	B
Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO/CLC)	215	CO
Canada Wire & Cable Ltd., Simcoe	Steelworkers (AFL-CIO/CLC)	239	PCB
Canadian Building Materials and other companies, Toronto, Hamilton, and other centres, Southwestern Ontario	Teamsters (Ind.)	1,235	B
Canadian Carborundum Co. Ltd., Niagara Falls	Steelworkers (AFL-CIO/CLC)	300	B
Canadian Chromalox Co., Toronto	Auto Workers (CLC)	510	PCB
Canadian Shipbuilding & Engineering Ltd., Collingwood	Steelworkers (AFL-CIO/CLC)	990	CO
Canron Ltd. (Burlington Plant), Hamilton	Steelworkers (AFL-CIO/CLC)	200	CO
Canron Ltd. (Eastern Structural Div.), Toronto	Canadian Workers Union	315	B
Central Hospital and other Hospitals, Toronto	Canadian Union of Operating Engineers (CCU)	230	PCB
Chatham Public General Hospital	Service Empls. (AFL-CIO/CLC)	212	ARB
Collins Radio Co. of Canada Limited, Toronto	Electrical Workers (IBEW) (AFL-CIO/CLC)	329	CO
Concrete and Drain Contractors Association (Residential) Toronto Area	Labourers (AFL-CIO/CLC)	250	CO

* See page 222 for definitions of codes.

Negotiations in Progress during April 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Connaught Laboratories Ltd., Toronto and Bolton	Connaught Medical Research Empls. Assn. (Ind.)	570	
Consolidated-Bathurst Packaging Ltd., Hamilton, St. Thomas and Whitby	Woodworkers (AFL-CIO/CLC)	555	
Courtaulds (Canada) Ltd. and Caravelle Carpets Ltd., Cornwall	Textile Workers Union (AFL-CIO/CLC)	605	
Dare Foods Ltd., (Biscuits Division), Kitchener	Bakery Workers (AFL-CIO/CLC)	250	
Dome Mines Ltd. South Porcupine	Steelworkers (AFL-CIO/CLC)	600	
Dominion Stores Ltd., Toronto	Retail, Wholesale Empls. (AFL-CIO/CLC) (warehouse- men)	600	
Dominion Stores Ltd., Windsor, Amherstburg and Kingsville	Steelworkers (AFL-CIO/CLC)	620	
Domtar Construction Materials Ltd. Gypsum Products, Caledonia	Steelworkers (AFL-CIO/CLC)	225	
Durham Regional Police	Police Assn. (Ind.)	277	
Eaton Yale Ltd., Wallaceburg	Auto Workers (CLC)	228	
Eaton Yale Ltd., (Suspension Division), Chatham	Auto Workers (CLC)	670	
Eddy Match (Eddy Match and Industrial Products Division), Pembroke	Carpenters (AFL-CIO/CLC)	200	
Etobicoke Borough Corporation (Fire Dept.)	Firefighters (AFL-CIO/CLC)	345	
Exolon Company of Canada Ltd., Thorold	Chemical Workers (AFL-CIO/CLC)	240	
Ferranti-Packard Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	300	
Ferranti-Packard Ltd., Toronto	Electrical Workers (UE) (CLC)	225	
Fruehauf Trailer Co. of Canada Ltd., (Dixie Mfg. Plant)	Auto Workers (CLC)	240	
General Signal Appliances Ltd., Welland	Steelworkers (AFL-CIO/CLC)	265	
General Time of Canada Ltd., Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	317	
Greb Industries (Bauer Shoe & Skate Division), Kitchener	Shoe Workers (AFL-CIO/CLC)	425	
Gulf Oil Canada Ltd., (Clarkson Refinery), Mississauga	Oil and Chemical Workers (AFL-CIO/CLC)	350	
Halton Regional Police, Burlington, Milton, Oakville, Georgetown	Police Assn. (Ind.)	250	
Hamilton City Corporation	Fire Fighters (AFL-CIO/CLC)	411	

Negotiations in Progress during April 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Hamilton Construction Assoc. and Builders' Exchange	Carpenters (AFL-CIO/CLC)	850	PCB
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	600	B
Heinz, H.J., Company of Canada Ltd., Leamington	Foodworkers (AFL-CIO/CLC)	850	CO
Imperial Tobacco Ltd./Ltee., Guelph	Tobacco Workers (AFL-CIO/CLC)	715	B
Ingalls Ltd., Stoney Creek	Auto Workers (CLC)	750	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ont. Teachers' Fed.)	500	ARB
Kitchener City Corporation (Transit Division and Supply and Services Dept.)	Railway, Transport & General Workers (CLC)	214	B
Kitchener City Corporation (Works, Recreation & Arena), Kitchener	Canadian Union of Public Empls. (CLC)	275	B
Lakehead Board of Education, Thunder Bay	Service Empls. (AFL-CIO/CLC)	275	CO
Loblaws Ltd., Ottawa and other centres	Retail Clerks (AFL-CIO/CLC)	730	B
Loblaws Ltd., Toronto and other centres	Foodworkers (AFL-CIO/CLC)	710	B
Loblaws Ltd., Toronto and other centres	Retail Empls. (CLC) (full-time and part-time empls.)	6,700	B
London Board of Education	Canadian Union of Public Empls. (CLC)	350	B
London Board of Education	Canadian Union of Public Empls. (CLC) (office, clerical and technical empls.)	320	B
London Board of Education	Ont. Secondary School Teachers Fed.	1,200	MED
London City Corporation	Canadian Union of Public Empls. (CLC)	540	CO
London City Corporation	Canadian Union of Public Empls. (office, clerical and technical empls.)	345	B
London City Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	290	B
Mattabi Mines Ltd., Ignace	Steelworkers (AFL-CIO/CLC)	210	B

Negotiations in Progress during April 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (inside empls.)	1,200	CO
Metroplitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (uni- formed police dept. empl.)	4,600	CO
Metropolitan Toronto House Wreckers Association	Labourers (AFL-CIO/CLC)	500	B
Metropolitan Toronto Road Builders Association	Operating Engineers (AFL- CIO/CLC)	500	CO
Metropolitan Toronto Road Builders Association	Teamsters (Ind.) Labourers (AFL-CIO/CLC)	500	CO
Metropolitan Toronto Sewer and Watermain Contractors Association	Operating Engineers (AFL- CIO/CLC)	319	CO
Metroplitan Toronto Sewer and Watermain Contractors Association	Teamsters (Ind.) Labourers (AFL-CIO/CLC)	500	PO
Mississauga Town Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	210	B
Monsanto Canada, Woodbridge	Textile Workers Union (AFL-CIO/CLC)	300	B
Motor Wheel Corporation of Canada Ltd., Chatham	Auto Workers (CLC)	600	CO
Nabisco Ltd. (Christie's Bread Div.), Toronto	Bakery Workers (AFL-CIO/CLC)	250	B
Nashua Canada Ltd., Peterborough	Printing and Graphic Communications (AFL-CIO/CLC)	200	B
National Capital Roadbuilders Association, Ottawa	Various unions	425	CO
National Knitting Mills Co. Ltd., Toronto	Textile Workers (AFL-CIO/CLC)	275	B
Niagara Falls City Corporation	Canadian Union of Public Empls. (CLC)	450	CO
Niagara Regional Municipality	Canadian Union of Public Empls. (CLC)	350	CO
Niagara Regional Municipality (Homes for the Aged), St. Catharines	Canadian Union of Public Empls. (CLC) (non-medical empls.)	530	B
Nipissing Board of Education	Canadian Union of Public Empls. (CLC)	250	B
North York Borough Corporation, Willowdale	Canadian Union of Public Empls. (CLC) (office, clerical, technical and service empl.)	380	B

Negotiations in Progress during April 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
North York Borough Corporation, Willowdale	Canadian Union of Public Empls. (outside empls.)	705	CO
North York Borough Corporation, Willowdale	Fire Fighters (AFL-CIO/CLC)	520	B
North York Public Library Board, Toronto	Canadian Union of Public Empls. (CLC)	300	B
Northern Telecom Ltd., Bramalea	Electrical Workers (UE)(CLC)	1,400	CO
Northern Wood Preservers Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC)	300	PCB
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ontario Public Service Empls'. Union (OPSEU) (CLC) (support staff empls.)	2,750	B
Ontario Educational Communications Authority, province-wide	ACTRA (CLC) (performers and educators)	1,000	B
Ontario Government	OPSEU (CLC) (clerical services category)	9,740	ARB
Ontario Government	OPSEU (CLC) (general administration category)	4,825	ARB
Ontario Government	OPSEU (CLC) (general operational services category)	5,330	ARB
Ontario Government	OPSEU (CLC) (institutional care and correctional services category)	9,355	ARB
Ontario Government	OPSEU (CLC) (maintenance services category)	6,010	ARB
Ontario Government	OPSEU (CLC) (office services category)	7,455	ARB
Ontario Government	OPSEU (CLC) (scientific and professional category)	3,555	ARB
Ontario Government	OPSEU (CLC) (technical services category)	5,380	ARB
Ontario Housing Corp., Toronto	Canadian Union of Public Empls. (CLC)	650	MED
Ontario Jockey Club (Thoroughbred Div.)	Service Empls. (AFL-CIO/CLC) (groundsmen and mutual empls.)	300	B
Ontario Malleable Iron Co. Ltd., Oshawa	Steelworkers (AFL-CIO/CLC)	200	WS
Ontario Masonry Industry Employers Council	Bricklayers (AFL-CIO/CLC)	4,000	CO

Negotiations in Progress during April 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Oshawa General Hospital	Canadian Union of Public Empls. (CLC)	409	B
Otis Elevator Company Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	525	ME
Ottawa Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ont. Teachers' Fed.)	1,150	PC
Ottawa-Carleton Regional Transit Commission, Ottawa**	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,000	B
Ottawa City Corporation	Fire Fighters (AFL-CIO/CLC)	500	B
Ottawa City Corporation	Police Assn. (Ind.)	685	B
Ottawa City and Ottawa-Carleton Regional Municipality, Ottawa	Canadian Union of Public Empls. (CLC)	3,870	B
Ottawa Civic Hospitals and other hospitals, province-wide	Canadian Union of Public Empls. (CLC) (non- medical empls.)	15,395	B
Peel Memorial Hospital, Brampton	Service Empls. (AFL-CIO/CLC)	215	B
Pirelli Cables Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	250	B
Port Arthur Shipbuilding Co., Thunder Bay	Steelworkers (AFL-CIO/CLC)	220	CO
Port Weller Dry Docks Ltd., Port Weller	Electrical Workers (IBEW) (AFL-CIO/CLC)	500	B
RCA Ltd., Prescott	Electrical Workers (IUE) (AFL-CIO/CLC)	605	B
RCA Limited, Smith Falls	Electrical Workers (IUE) (AFL-CIO/CLC)	320	B
Reed Ltd., Dryden	Paperworkers (CLC) and Operating Engineers (AFL-CIO/CLC)	1,200	CO
Reed Ltd., (Furniture Div.) Toronto	Canadian Union of Industrial Empls.	350	B
Reed Packaging Ltd., (Corrugated Div.), Toronto	Printing and Graphic Union (AFL-CIO/CLC)	300	B
Renfrew County Board of Education, Pembroke	Canadian Union of Public Empls. (CLC)	205	B
Royal York Hotel (C.P. Hotels), Toronto	Hotel Empls. (AFL-CIO/CLC)	870	B
St. Catharines City Corporation (Arena, City Hall, Parks and Recreation and Works Dept.)	Canadian Union of Public Empls. (CLC) (equipment operators, maintenance and service empls.)	200	B

**
Federal jurisdiction

Negotiations in Progress during April 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
St. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Service Empls. (AFL-CIO/CLC)	360	B
St. Mary's of the Lake Hospital, Kingston	St. Mary's of the Lake Empls. Assn.	220	B
Cault Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. (Ont. Teachers' Fed.)	409	ARB
Savage Shoes Ltd., Plant #7, London	Shoe Workers (AFL-CIO/CLC)	250	B
Scarborough Borough Corporation	Canadian Union of Public Empls. (CLC) (outside empls.)	620	B
Scarborough Borough Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	351	B
Scarborough Public Utilities Commission (Hydro, Water & Garage), Scarborough	Electrical Workers (IBEW) (AFL-CIO/CLC)	220	B
Shell Canada Ltd. (Sarnia Refinery)	Oil Worker (AFL-CIO/CLC)	200	PCB
Simcoe County Board of Education, Barrie	Canadian Union of Public Empls. (CLC) (maintenance & service empls. and bus drivers)	320	CO
Skyline Hotels (Canada) Ltd., Ottawa	Hotel Empls. (AFL-CIO/CLC)	337	B
Stanton Pipes Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	220	B
Sterling Drug Ltd., Aurora	Oil Workers (AFL-CIO/CLC)	200	B
Sterling Packaging Products Ltd., Toronto	Printing & Graphic (AFL-CIO/CLC)	210	B
Stormont, Dundas and Glengarry Counties Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (Ont. Teachers' Fed.)	560	MED
Sunbeam Corp. (Canada), Ltd., Etobicoke	Canadian Labour Congress - Directly Chartered	375	CO
Sunnybrook Hospital and other hospitals, Toronto and other centres	Service Empls. (AFL-CIO/CLC)	8,000	CO
TRW Canada, United-Carr Division, Brantford	Employees Assn. (Ind.)	200	B
Terrazzo, Tile and Marble Guild of Ontario	Bricklayers and Allied Craftsmen	1,400	CO
Thunder Bay City Corporation	Canadian Union of Public Empls. (CLC) (drivers, maintenance empls. and equipment operators)	450	CO

Negotiations in Progress during April 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Thunder Bay City Corporation	Canadian Union of Public Empls. (CLC) (office, clerical, technical empls.)	300	CO
Thunder Bay City Corporation	Service Empls. (AFL-CIO/CLC)	318	B
Toronto and District Excavators	Operating Engineers (AFL- CIO/CLC)	500	CO
Toronto and District Marble Tile and Terrazzo Contractors Assn.	Terrazzo Workers (AFL-CIO/ CLC)	200	CO
Toronto Asphalt and Concrete Constructors Association	Teamsters (Ind.) Labourers (AFL-CIO/CLC)	400	PCB
Toronto City Corporation	Fire Fighters (AFL-CIO/CLC)	1,305	B
Toronto Cloak Manufacturers Assn., Toronto	Ladies Garment Workers (AFL-CIO/CLC)	800	B
Toronto Construction Association (General Contractors Section)	Operating Engineers (AFL- CIO/CLC)	500	CO
Toronto Construction Association (General Contractors Section)	Plasterers (AFL-CIO/CLC)	500	B
Toronto Construction Association (General Contractors Section), Heavy and Commercial Construction)	Teamsters (Ind.)	800	B
Toronto Form Work Association, Ontario	International Operating Engineers (AFL-CIO/CLC)	200	CO
Toronto Masonry Contractors Association	Bricklayers (AFL-CIO/CLC)	600	B
Toronto Masonry Contractors Association	Bricklayers (AFL-CIO/CLC)	1,000	B
Toronto Spring Manufacturers	Steelworkers (AFL-CIO/CLC)	350	CO
Toronto Star	Newspaper Guild (AFL-CIO/ CLC)	1,650	CO
Union Carbide Canada, Ltd., Lindsay	Printing and Graphic Union (AFL-CIO/CLC)	350	B
Union Carbide Canada Ltd., Welland	Electrical Workers (UE)(CLC)	500	MED
Union Gas Ltd., Southwestern Ontario	Chemical Workers and Oil Workers (AFL-CIO/CLC)	1,090	MED
Uniroyal Ltd., Kitchener and Guelph	Rubber Workers (AFL-CIO/CLC)	500	CO
Utility Contractors Association of Ontario	Labourers (AFL-CIO/CLC)	600	CO
University of Toronto, Toronto	Service Empls. (AFL-CIO/CLC) (non-teaching empls.)	800	B
Victoria Hospital, London	Office Empls. (AFL-CIO/CLC)	300	B

Negotiations in Progress during April 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Victoria Hospital and other hospitals, London and area	Service Empls. (AFL-CIO/CLC) (AFL-CIO/CLC) (non- medical empls.)	2,245	CO
Waterloo County Board of Education, Kitchener	Non-Academic Staff Assn. (Ind.)	220	B
Waterloo Regional Police	Police Assn. (Ind.)	398	B
Weldwood of Canada Ltd., (Longlac Plywood Div.), Longlac	Carpenters (AFL-CIO/CLC)	360	B
Welland County General Hospital	Service Empls. (AFL-CIO/CLC)	302	B
Wentworth County Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (Ont. Teachers' Fed.)	535	MED
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed (Ont. Teachers' Fed.)	500	MED
Westinghouse Canada Ltd., Hamilton	Electrical Workers (UE)(CLC)	3,025	PCB
Westinghouse Canada Ltd., London	Electrical Workers (UE)(CLC)	350	CO
Willroy Mines Ltd., Kirkland Lake	Steelworkers (AFL-CIO/CLC)	230	B
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (Ont. Teachers' Fed.)	740	WS
Windsor City Police (Unit A)	Police Assn. (Ind.)	340	B
Windsor Metropolitan General Hospital	Service Empls. (AFL-CIO/CLC)	210	B
Windsor Western Hospital Centre	Service Empls. (AFL-CIO/CLC)	440	B
York Borough Corporation (Works, Parks and Recreation Depts.)	Canadian Union of Public Empls. (CLC)	293	B
York University, Toronto	Graduate Assistants Assn. (Ind.)	2,000	B
York University, Toronto	York University Staff Assn. (Ind.)	1,000	B

More Than One Province

Burns Foods Ltd., Ont., Man., Sask., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	1,900	B
C.I.P. Containers, Pointe-aux- Trembles, Que. and Burlington, London, Markham and Rexdale, Ont.	Chemical Workers (AFL-CIO/ CLC)	1,200	B

Negotiations in Progress during April 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Canada Packers Ltd. and Wilsil Ltd., P.E.I., Que., Ont., Man., Sask., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	5,500	C
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Merchant Service Guild (CLC), Seafarers and Marine Officers (AFL-CIO/ CLC) (unlicensed personnel, deck and marine officers)	3,000	C
Dominion Stores Ltd., Hull, Que., Toronto and other centres, Ont.	Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time empls.)	10,000	B
Dominion Stores Ltd., Northern Ontario and Quebec centres	Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time empls.)	1,025	B
Government of Canada (Treasury Board)**	Air Traffic Empls. (Ind.) (air traffic control empls.)	2,200	B
Government of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal supervisors)	3,580	B
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (AFL-CIO/CLC) (printing operations group - non-supervisory empls.)	1,240	B
Government of Canada (Treasury Board)**	Electrical Workers (IBEW) (AFL-CIO/CLC)	2,850	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (commerce group)	1,360	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (defence scientific support group)	510	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (meteorology group)	510	CB
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (translation group)	980	B
Government of Canada (Treasury Board)**	Professional Institute (Ind.) (veterinary science group)	550	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (administrative services group)	4,015	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (auditing group)	2,470	B

** Federal jurisdiction.

Negotiations in Progress during April 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (financial administration group)	1,270	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (general services group, supervisory and non-supervisory)	13,820	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (information services group)	845	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (office equipment operations group)	695	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (purchasing and supply group)	1,190	B
Government of Canada (Treasury Board)**	Public Service Alliance (CLC) (secretarial, stenographic and typing group)	12,400	B
House of Seagrams (Various Distilleries), N.B., Que., Ont. and Man.	Distillery Workers (AFL-CIO/CLC)	1,100	B
Motor Transport Industrial Relations Bureau, Que. and Ont.**	Teamsters (Ind.)	1,350	B
National Research Council, Canada-wide**	Professional Institute (Ind.) (research officer and research officer council grades)	725	CB
Northern Telecom, Ltd., N.S., N.B., Que. and Ont.	Unit 2, Canadian Union of Communication Workers (Ind.)	600	CO
Railway Assn. of Canada (CN, CP Rail, CN and CP Rail jointly owned companies and other companies), system-wide**	Associated Railway Unions (CLC and AFL-CIO/CLC)	95,620	CB
Soo-Security Motorways, Ont., Man., and Alta.**	Teamsters (Ind.)	640	CO
Swift Canadian Co., Ltd., N.B., Ont., Man., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	1,920	CO

** Federal jurisdiction.

Negotiations in Progress during April 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
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Definitions of Codes for Negotiation Stages

B - Direct Bargaining

CO - Conciliation

CB - Conciliation Board

MED - Mediation

PCB - Post Conciliation Bargaining

ARB - Arbitration

WS - Work Stoppage

B/WS - Bargaining After a Work Stoppage

F - Fact Finder

(R) - (R) - Following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200
or More Employees Expiring in May 1976

Company and Location	Union	No. of Empls.
Ican Canada Products, Kingston	Steelworkers (AFL-CIO/CLC)	1,000
Ican Canada Products, Kingston	Machinists (AFL-CIO/CLC)	300
American-Standard Products Can. Pottery Div., Toronto	Pottery Workers (AFL-CIO/CLC)	230
P Parts of Canada Rexdale Operation, Etobicoke	Auto Workers (CLC)	335
org-Warner Canada Long Mfg. Div., Cambridge	Machinists (AFL-CIO/CLC)	265
ridge & Tank Co. of Canada Bridge Div., Hamilton	Steelworkers (AFL-CIO/CLC)	350
urns Foods, Kitchener	Foodworkers (AFL-CIO/CLC)	441
Campeau Corp. Mfg. Dept., Ottawa	Int. Operating Engineers (AFL-CIO/CLC)	222
Canada Packers, Toronto	Foodworkers (AFL-CIO/CLC)	2,330
Canadian Broadcasting Corp. Radio Performers, Province-wide	Television and Radio Artists (ACTRA) (CLC)	1,000
Canadian Broadcasting Corp. TV Performers, Province-wide	Television and Radio Artists (ACTRA) (CLC)	1,500
Canadian Broadcasting Corp. TV Performers Film, Province-wide	Television and Radio Artists (ACTRA) (CLC)	2,000
Canadian Broadcasting Corp. Writers Radio TV, Province-wide	Television and Radio Artists (ACTRA) (CLC)	300
Canadian Gypsum Co., Hagersville	Woodworkers (AFL-CIO/CLC)	210
Canadian Lake Carriers Assn., Province-wide	Merchant Service Guild (CLC)	360
Canadian Lake Carriers Assn., Province-wide	Seafarers (AFL-CIO/CLC)	
Canadian Lake Carriers Assn., Province-wide	Marine Officers (AFL-CIO/CLC)	200
Canadian National Railways Chateau Laurier Hotel, Ottawa	Railway Transport and General Workers (CLC)	350
CIP Containers, Intercity	Various unions	461
Cochrane Enterprises, Cochrane	Carpenters (AFL-CIO/CLC)	209
Dominion Stores Part-time	Retail, Wholesale Empls. (AFL-CIO/CLC)	224
Globe Mills, Meaford	Textile Workers Union (AFL- CIO/CLC)	264
Kitchener City Corp. Transit Div., Kitchener	Railway Transport and General Workers (CLC)	214
Levesque Plywood, Hearst	Carpenters (AFL-CIO/CLC)	313
Loblaws Ltd., Intercity	Retail Clerks (AFL-CIO/CLC)	458
McGraw-Edison of Canada Power Sys. Div., Scarborough	Steelworkers (AFL-CIO/CLC)	290

Collective Bargaining Agreements Covering 200 or More
Employees Expiring in May 1976 (Cont'd)

Company and Location	Union	No. of Empls.
Motor Wheel Corp. of Can Motor Whl. Inds., Chatham	Auto Workers (CLC)	47
Ontario Utility Contractors Assn., Province- wide	Labourers (AFL-CIO/CLC)	60
Port Weller Dry Docks, St. Catharines	Various unions	40
Procor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	33
Salvation Army Grace Hospital, Windsor	Service Empls. (AFL-CIO/CLC)	29
St. Joseph Religious Hospital of Hotel Dieu, Windsor	Service Empls. (AFL-CIO/CLC)	35
Stanton Pipes, Hamilton	Steelworkers (AFL-CIO/CLC)	20
Swift Canadian Co., Toronto	Foodworkers (AFL-CIO/CLC)	
Toronto Form Work Assn., Province-wide	Int. Operating Engineers (AFL-CIO/CLC)	20
Toronto Masonry Contractors Assn. Inc., OLRB Area 8	Various unions	60
Toronto Masonry Contractors Assn. Inc., OLRB Area 8	Various unions	1,000
Willroy Mines Macassa Div., Kirkland Lake	Steelworkers (AFL-CIO/CLC)	23
Windsor Western Hospital Centre IODE, Windsor	Service Empls. (AFL-CIO/CLC)	21
Windsor Western Hospital Centre Riverview, Windsor	Service Empls. (AFL-CIO/CLC)	23
York County Board of Education, York County	Canadian Union of Public Empls. (CLC)	23

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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
MAY 1976

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour.

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in May 1976 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries, the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. The note is included only when it is specifically stated in the settlement. That note is not extended to settlements that do not specifically refer to the Anti-Inflation Board, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in May 1976 on settlements which were reported previously. The list includes only those rulings, which have come to the attention of the Ministry, and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlement.

The third section lists the negotiations underway in May 1976. Letter codes have been used to indicate the stage of negotiations, and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in June 1976.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

June 27, 1976

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Highlights

Westinghouse Settlements. Agreement was reached between Local 504 of the United Electrical Workers (UE) and Westinghouse Canada Ltd. on a settlement covering about 3,000 production employees at the company's three plants in Hamilton. The one-year contract, ratified in mid-May after a five-day work stoppage, replaced the one which terminated April 22, 1976. It provided wage increases ranging from 39.2 to 54 cents an hour, with an extra 2 cents over and above the corresponding male-rate raises being granted to female workers. Other terms included removal of age discrimination in the long-term disability benefits, increased life insurance for employees retiring after April 1976 and an improved union security clause. Provision was also made for labour-management consultation on safety and health. The total package increase amounted to about 8 per cent, including more than 5 per cent in direct wage raises designed to retain parity with Canadian General Electric in Peterborough.

This pact influenced greatly the concurrent bargaining talks at four smaller Westinghouse plants located in London, Burlington and Toronto. The settlement terms ratified at these locations followed closely those reached by Local 504, except for the London plant, where the workers were coming off a three-year contract. They won wage increases valued at 10.3 per cent, ranging from 46.3 to 60.2 cents an hour and an extra paid plant holiday. The shift differential was raised by 3 cents to bring it to the uniform 20 cents per hour paid since last year at the other plants. Also, cost-of-living allowances provided for in their previous contract were discontinued, as was done in the 12-month agreements signed in 1975. The special increases for female workers, included in all settlements, reduced the male-female pay differential to a range of 10 to 13 cents.

The Hamilton settlement set the stage for Ontario negotiations involving the remaining 1,000 Westinghouse employees, whose contracts open for renewal in the second half of the year.

Construction Industry Settlements. The first major contract to be ratified in this year's round of negotiations applied to about 1,000 members of Local 793 of the International Operating Engineers employed with firms represented by the General Contractors' Section of the Toronto Construction Association. The two-year settlement, signed in mid-May, awarded a package increase of \$2.88 per hour, including direct wage increases ranging from \$2.00 to \$2.30 per hour, increased employer's contributions to the pension plan and a new welfare benefit plan.

The Residential Sheet Metal Contractors Organization was the next in line to settle with Local 285 of the Sheet Metal

Workers acting on behalf of its 300 members in the Toronto area. The 24-month contract provided a package increase of \$1.51 an hour for journeymen sheet metal workers and \$1.34 for those engaged in warm air heating. Percentage wise, both groups received identical increases of 8.1 per cent in the first year and 6 per cent in the second (including increased employers' payments to the welfare fund).

Eight hundred Hamilton area carpenters, members of Local 18 of the Carpenters Union, ratified a one-year settlement with the Hamilton Construction Association in May. The agreement provided for a \$2.00 per hour increase in wages and benefits. A contentious issue during the contract talks was the shortening of the present 40-hour week to 36 hours. This demand was eventually dropped and the union agreed to the proposed 17.7 per cent package increase over 12 months. The new agreement increased the journeyman carpenter's rate, in two stages, by \$1.59 to \$10.55 per hour on November 1st, 1976. As of that date, the employer's contribution to the welfare and pension plans will increase by 25 cents per hour.

Ottawa Hotels Settlements. Two separate agreements covering hotel employees in Ottawa were settled in May through direct two-party bargaining. One agreement involved 337 employees of the Skyline Hotel, members of Local 261, Hotel Employees Union. They received wage increases of 10 per cent in the first year, and 14 per cent, in two instalments, in the second year of a two-year contract. In addition to some classification adjustments and increases in other benefits, the employer also agreed to contribute toward the Employees' Development Fund administered by the union. A new provision in the contract guarantees that hourly rates shall be at least 10, 15 and 20 cents, respectively, above Provincial minimum wage levels on each of the three dates for which wage increases are scheduled in the agreement.

The other settlement, a one-year renewal agreement between Local 270 of the Railway, Transport and General Workers and the Chateau Laurier Hotel, provided wage increases of 10 per cent for employees who do not receive tips, and 9 per cent for the remainder, subject to a minimum increase of 25 cents per hour. Other features of the agreement included an increase in the split shift premium, and a fifth week of vacation after 25 years' service. The increases are subject to AIB approval.

Toronto Firefighters Settlements. Two of the six contracts, involving 2,900 firefighters in the Toronto area, which expired last December were renewed in May. The Scarborough Borough Council approved a settlement between the Fire Department and Local 626 of the Fire Fighters' Association (FFA) giving an average wage increase of 10.7 per cent to 350 firemen in various

classifications. The annual salary of a first-class firefighter was increased by 9.8 per cent to \$17,700 effective January 1, 1976.

An agreement between North York Borough Corporation and Local 752 of the FFA awarded an 8 per cent wage increase, raising the annual salary of a first-class firefighter to \$17,673 from January 1, 1976. The North York firefighters had previously been the highest paid in Canada following an arbitration award last October.

Toronto Police Settlement. Three 12-month renewal agreements were concluded in May between the Metro Toronto Police Commission and the Metro Police Association. 640 employees in Unit A (clerical) received a general wage increase of 9 per cent, 120 employees in Unit B (garage) received 11.5 per cent, and 440 employees in Unit C (parking control officers, cadets and matrons) received 8.3 per cent. The three units bargained jointly in reaching agreements. Incorporated in the contracts were a number of changes in benefit provisions, including improvements in paid vacations, a cost-of-living allowance and a new dental plan. Unit C is a new bargaining unit, whose members were previously included in Unit A. Agreement has not yet been reached for a fourth group, comprising 5,000 uniformed police officers.

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May 1976 Settlements

WOOD

Dubreuil Brothers Ltd. at Dubreuilville - Dubreuil Brothers Employee Association (Ind.): A 24-month renewal agreement effective from Apr. 1, 1976 to Mar. 31, 1978, covering 276 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/76</u>	<u>Apr. 1/77</u>
General		55¢	56¢
Increases			
Additional		35¢ for	
Adjustments		skilled trades;	
		10¢-25¢ for	
		some other	
		classifications	
General		\$4.95	\$5.51
Labour		(\$4.15)	
Mechanic		\$5.60-\$7.10	\$6.16-\$7.66
		(\$4.70-\$6.20)	

Probationary period is 40 working days. Maximum rates for Mechanic reached on merit.

Night Shift: 20¢ (15¢) per hour.

Paid Holidays: Civic Holiday is added for a total of 11 (10).

Welfare: Life Insurance - \$7,000 (\$5,000). Effective April 1, 1977, \$10,000.

Weekly Indemnity - Benefits increase to \$155 (\$133) per week payable, as previously, on a 1-7-26 basis. Effective April 1, 1977, benefits increase to \$170 per week.

FURNITURE AND FIXTURE

Reed Limited (Furniture Division) at Toronto - Canadian Union of Industrial Employees (Ind.): A 24-month renewal agreement effective from Feb. 28, 1976 to Feb. 28, 1978, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 28/76</u>	<u>Sept. 1/76</u>
	General Increases	35¢	10¢
	Grade 4 (was Grade 10) (includes Packer)	\$3.93-\$4.13 (\$3.58-\$3.78)	\$4.03-\$4.23
	Grade 9 (was Grade 1) (includes Upholsterer 1)	\$4.90-\$5.20 (\$4.65-\$4.95)	\$5.00-\$5.30

Effective	<u>Feb. 28/77</u>	<u>Sept. 1/77</u>
General Increases	20¢	15¢
Grade 4 (Packer)	\$4.23-\$4.43	\$4.38-\$4.58
Grade 9 (Upholsterer 1)	\$5.20-\$5.50	\$5.35-\$5.65

Probationary period is 7 weeks (previously 60 calendar days). Maximum rates reached after one 7-week increase, one 17-week increase and one 6-month increase.

Paid Vacation: 3 weeks after 5 (6) years.

PAPER AND ALLIED

Ontario Minnesota Pulp and Paper Company Limited at Fort Frances and Kenora - Locals 771 and 490, Machinists (AFL-CIO/CLC): Two 36-month renewal agreements effective from May 1, 1975 to April 30, 1978, covering 300 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>May 1/75</u>	<u>May 1/76</u>	<u>May 1/77</u>
	General Increases	74¢	10%	8%
	Additional Adjustments	35¢ to "A" Journeymen and above, and Steam Plant employees with 3rd Class Certificate and above		
	Mill Labourer	\$5.56 (\$4.82)	\$6.14	\$6.65
	Millwright "A"	\$7.51 (\$6.42)	\$8.29	\$8.97

*Note: Increases are subject to approval by the Anti-Inflation Board.

Cost-of-Living
Float:

The 24¢ generated by the COLA clause contained in the previous agreement will continue as a float. When calculating the 10% and 8% wage increases, the 24¢ "add on" float will be added to the wage rates for the purpose of calculating the percentage increase in cents per hour only.

PRIMARY METALS

Union Carbide Canada Ltd. (Carbon Products - Metals) at Welland - Local 523, United Electrical, Radio and Machine Workers of America (CLC): A 12-month renewal agreement effective from Apr. 1, 1976 to Mar. 30, 1977, covering 500 employees, settled at the mediation stage. Duration of negotiations - 5 months.

Holdback: The wage increases reported below are subject to the approval of the Anti-Inflation Board. Pending approval the employer will implement an increase of 49¢ (average increase of 8%).

Wages:	Effective	<u>Apr. 1/76</u>
	General Increase	55¢
	Classification Adjustments	An average of 6¢ with 20¢ for tradesmen.
	Yard Labourer	\$6.17 (\$5.62)
	Tradesman	\$7.84 (\$7.09)

MACHINERY

Bata Engineering, a Division of Bata Industries Limited at Batawa - Local 1788, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from Mar. 15, 1976 to Mar. 14, 1978, covering 200 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 15/76</u>	<u>Mar. 15/77</u>
	Increases	44¢-85¢	27¢-54¢
	Cost-of-Living Fold-In	30¢ was folded into wage rates	
	Material Handler	\$3.85-\$4.26 (\$3.11-\$3.47)	\$4.18-\$4.62
	Toolmaker A	\$5.88-\$6.38 (\$4.77-\$5.23)	\$6.38-\$6.92

Probationary period is 60 days. Maximum rates reached after 4 six-month increases.

Special Premium: 10¢ per hour (new) for truck drivers driving to the United States.

Prescription Safety Glasses: Employer pays \$15 (\$8) per year towards the cost of prescription safety glasses.

Safety Shoes: Employer pays \$15 per year (new) towards the cost of safety shoes.

Mileage Allowance: 9¢ (8½¢) per mile for truck drivers driving to the United States.

Otis Elevator Company Ltd. at Hamilton - Local 7062, United Steelworkers of America (AFL-CIO/CLC): A 24-month renewal agreement effective from Mar. 29, 1976 to Mar. 28, 1978, covering 515 employees, settled at the mediation stage. Duration of negotiations - 6 months.

Holdback: The wage increases reported below are subject to the approval of the Anti-Inflation Board. Pending approval, the employer will implement an 8% rate increase.

Wages:	Effective	<u>Mar. 29/76</u>	<u>Mar. 29/77</u>
	General Increases	50¢	8%
	Incremental Increases	6¢ - 25¢	
	Labourer	\$4.90 - \$4.98 (\$4.34 - \$4.42)	\$5.29 - \$5.38
	Tool & Die Maker	\$6.44 - \$6.62 (\$5.72 - \$5.95)	\$6.96 - \$7.15

Incentive Workers: Pay for plant holidays, bereavement leave, jury duty and pay on day of injury will now be at average earned rate including incentive earnings (previously calculated at base rates).

Shift Premiums: 0¢ - 18¢ - 23¢ (0¢ - 15¢ - 20¢).

Sunday Premium: \$1 (60¢) per hour for continuous operations.

Health and Welfare: Life Insurance - Coverage of two times annual base rate (unchanged) at 15¢ per \$1,000 for first time coverage and 30¢ per \$1,000 for the second times coverage (previously 30¢ per \$1,000 for all coverage).

Weekly Indemnity - Maximum of \$133 (\$123) per week on a 1-4-26 (8-8-26) basis.

Long Term Disability Plan (new) - To be established on a fully employee paid basis.

Major Medical Plan (including drugs) - \$10 (\$15) single and \$20 (\$30) family deductible with 100% (90%) of remaining eligible expenses paid.

Pension Plan: Basic Benefits - Effective Mar. 29, 1976, the amount of pension per month for each year of past and future service is increased to \$7 (\$6.25) and effective Mar. 29, 1977 to \$8.

Early Retirement - Reduction factor set at .20% (.25%) per month.

Disability Pension - Minimum of \$125 (\$110) per month payable until age 65.

Bereavement Leave: One day's paid leave of absence to attend the funeral of grandparents (new).

TRANSPORTATION EQUIPMENT

Collins Radio Company of Canada Limited, Division of Rockwell International at Tilbury - Auto Workers (CLC): A 36-month renewal agreement effective from June 3, 1976 to June 1, 1979, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>June 3/76</u>	<u>June 3/77</u>	<u>June 3/78</u>
	General	40¢	20¢	20¢
	Increases			
	Additional	25¢ for some		
	Adjustments	classifications		
	General	\$5.77-\$6.28	\$5.97-\$6.48	\$6.17-\$6.68
	Labour	(\$5.37-\$5.88)		
	General	\$6.74	\$6.94	\$7.14
	Maintenance	(\$6.09)		

Probationary period is 60 calendar days. Maximum rates reached after 135 days.

Cost-of-Living Allowance: 1¢ per hour per .4 increase in the Consumer Price Index (1961=100) above the June 1976 Index; to be adjusted quarterly. Effective in 1978, 1¢ per hour per .35 increase in the Consumer Price Index, to be adjusted quarterly.

1¢ per quarter of the allowance will be diverted to partially offset the cost of the benefits plan.

Shift Premiums: 0-17¢-22¢ (0-14¢-19¢). Effective June 3, 1977, 0-20¢-25¢.

Paid Holidays: Effective in 1977, one floating day added for a total of 14 (13) days.

Paid Vacations: Effective in 1977, 4 weeks at 8% (new) after 12 years.

Welfare: Life Insurance - Effective June 3, 1977, \$9,000 (\$7,000).
A.D. and D. - Effective June 3, 1977, \$9,000 (\$5,000).
Dental Plan - Employer pays 100% of cost of new basic dental plan - Green Shield Basic plus 2.

Pension Plan. \$7.00 (\$6.25) per month per year of service. Effective June 3, 1977, \$7.50 per month per year of service. The plan allows for retirement at age 62 with no actuarial reduction in benefits.

Eaton Yale Ltd. (Suspension Division) at Chatham - Local 127, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC): A 36-month renewal agreement effective from Apr. 12, 1976 to Apr. 11, 1979, covering 670 employees, settled during a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 12/76</u>	<u>Apr. 12/77</u>	<u>Apr. 12/78</u>
COLA Fold-in		98¢		
General Increases		50¢	25¢	20¢
Classification Adjustments (Skilled Trades)		30¢	5¢	5¢
Inequity Adjustments (Inspectors & Sample Makers)	10¢			
Labourer		\$5.83 (\$4.35)	\$6.08	\$6.28
Electrician		\$7.28 (\$5.50)	\$7.58	\$7.83

Cost of Living Allowance: 1¢ per hour for each 0.4 increase in the Consumer Price Index - 1971 (1961) equals 100 - adjusted quarterly with a guaranteed minimum of 30¢ per hour in the first year of the agreement, 25¢ in the second year and 16¢ in the third.

Shift Premiums: 0¢ - 17¢ - 19¢ (0¢ - 15¢ - 17¢).

Paid Holidays: A floating holiday to be added in the third year for a total of 14 days.

Paid Vacation: 2 weeks after 1 year of service and 3 weeks after 5 years (unchanged). Effective June 30, 1978, 4 weeks after 10 years at 7% of average earnings or 120 hours of pay at straight time hourly rate, whichever is greater (new).

Health and Welfare: Life Insurance - Effective Apr. 1, 1977, coverage is increased to \$9,000 (\$8,000) and effective Apr. 1, 1978 to \$10,000.

Weekly Indemnity - Maximum weekly benefits of \$90 (\$85), \$95, and \$105 for the first, second and third years of the contract, respectively.

Dental Plan - Adoption of 1975 (1971) Ontario Dental Association Schedule of Fees.

Pension Plan: Basic Benefit - Effective Apr. 1, 1977 increased to \$6 (\$5.50) per month per year of service and effective Apr. 1, 1978 to \$7.

Supplemental Benefit - Similar to basic benefits.

Supplemental Unemployment Benefit Plan: Funding level set at \$400 (\$300) per employee with the added \$100 to be funded at 2¢ per hour per employee. The first \$300 will continue to be funded at 5¢ per hour per employee.

Bereavement Leave: An additional day of paid leave has been added for employees whose immediate family member is buried outside of continental North America or whose body is given to a recognized medical clinic, for up to 4 days' paid leave.

Eaton Yale Ltd. Precision Products Division at Wallaceburg - Local 251, Auto Workers (CLC): A 36-month renewal agreement effective from April 13, 1976 to April 12, 1979, covering 200 employees, settled after a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	Apr. 12/76	Apr. 18/77	Apr. 17/78
General Increases		50¢	25¢	20¢
Additional Adjustments		30¢ for skilled trades; 10¢ in-equity adjustment for Inspector and Sample Maker	5¢ for skilled trades	5¢ for skilled trades

Labourer	\$5.76 (\$5.26)	\$6.01	\$6.21
Electrician	\$7.21 (\$6.41)	\$7.51	\$7.76

Cost-of-Living Allowance: 1¢ per hour per 0.4 change (same formula) in the Consumer Price Index (1971 = 100) (previously 1961 = 100), to be adjusted quarterly, with 30¢ guaranteed in the first year, 25¢ in the second year and 16¢ in the third year.

Shift Premiums: Effective April 18, 1977, 0 - 17¢ - 19¢ (0 - 15¢ - 17¢).

Paid Holidays: Effective the last year of the contract, one day, during the Christmas period is added for a total of 14 (13).

Paid Vacations: 2 weeks after 1 year with vacation pay of 4% or 80 hours pay, whichever is greater (previously vacation pay of 4%), 3 weeks after 5 years with vacation pay of 6% or 100 hours pay, whichever is greater (previously 6%). Effective June 30, 1978, 4 weeks (new) after 10 years with vacation pay of 7% or 120 hours pay, whichever is greater.

Welfare: Life Insurance - Effective April 1, 1977, \$9,000 (\$8,000). Effective April 1, 1978, \$10,000

Weekly Indemnity Plan - Benefits increase to \$90 (\$85) per week payable, as previously, on a 1-1-8-52 basis. Effective April 1, 1977, \$95 per week. Effective April 1, 1978, \$105 per week.

Dental Plan - Payments based on the Ontario Dental Association 1975 (1971) schedule of Fees.

Pension Plan: Effective April 1, 1977, \$6.00 (\$5.50) per month per year of service
Effective April 1, 1978, \$7.00 per month per year of service.

Muffler Corporation of Canada Limited, International Parts (Canada) Limited, International Formed Tubes at Toronto - Local 6727, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1976 to March 31, 1978, covering 200 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 1½ months

Wages:	Effective	<u>Apr. 1/76</u>	<u>Apr. 1/77</u>
General Increases		60¢*	40¢
Packager		\$4.25 (\$3.65)	\$4.65
Machinist A		\$5.72 (\$5.12)	\$6.12

*Note: Increases are subject to approval by the Anti-Inflation Board. 48¢ is payable immediately.

Shift
Premiums: 0 - 20¢ - 35¢ (0 - 20¢ - 25¢)

Paid
Vacations: 4 weeks with vacation pay of 8% after 15 years (same), 4 weeks with vacation pay of 8.2% after 16 years, 8.4% after 17 years, 8.6% after 18 years, 8.8% after 19 years and 9% after 20 years (new).

Welfare: Weekly Indemnity Plan - Employer pays 100% of the premiums for a new weekly indemnity plan, which provides benefits of \$100 per week, payable on a 1-8-26 basis.

Drug Plan - Effective April 1, 1977, employer pays 100% of the premiums for a new drug plan, with deductibles of \$10 for single coverage and \$20 for family coverage.

Collingwood Shipyards Division of Canadian Shipbuilding and Engineering Ltd.
at Collingwood - Local 6320, United Steelworkers of America (AFL-CIO/CLC): A 27-month renewal agreement effective from Apr. 1, 1976 to June 30, 1978, covering 900 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Holdback: The wage increases indicated below are subject to approval by the Anti-Inflation Board. Pending that approval, the employer will implement an 8% wage increase.

Wages:	Effective	<u>Apr. 1/76</u>	<u>Apr. 1/77</u>	<u>Apr. 1/78</u>
COLA Fold-in		71¢		
General Increases		58¢	52¢	25¢
Skilled Trades Adjustment		5¢	9¢	
Labourer		\$4.88 (\$3.59)	\$5.40	\$5.65
Tradesman Class "A"		\$6.05 (\$4.71)	\$6.66	\$6.91

Cost of Living Provision: Will remain in contract but not operative.

Off-shift Premium: 30¢ (15¢) per hour.

Overtime Pay: On a regular work day - time and one-half for first 3 hours' overtime, double time thereafter (time and one-half after regular shift hours).

Paid Vacation: Effective July 1, 1976:

<u>Length of Vacation</u>	<u>Percent of Annual Earnings</u>	<u>Years of Service</u>
1 week	2.04%	up to 12 months
1 week	4.16%	1 year
2 weeks	4.16%	2 years
3 weeks	6.36%	7 (10) years
4 weeks	8.64% (6.36%)	15 years
4 weeks	11.00% (8.64%)	20 years

Health and Welfare: OHIP - The employer will continue to pay 100% of the premiums at the new higher rates.

Life Insurance - \$10,000 (\$5,000) coverage.

A.D. & D. - \$10,000 (\$5,000) coverage.

Weekly Indemnity Plan - \$100 (\$70) maximum weekly benefits on a 1-8-26 (1-4-26) basis.

Pension Plan: Effective Apr. 1, 1976, employer contributes 6¢ (5¢) per hour per employee into the pension fund and effective Apr. 1, 1977, 8¢ per hour.

Tool and Leather Allowance: 4¢ (2¢) per hour for designated employees required to purchase tools and for welders to defray the cost of leathers.

Meal Allowance: \$5 after an 11-hour work period. (Previous agreement did not provide for meal allowance).

Bonus for Welder Gouging (new): 25¢ per hour.

Safety Shoes Allowance: \$20 (\$10) per year.

Bereavement Leave: Brother-in-law and sister-in-law added for 1 day's paid leave.

ELECTRICAL PRODUCTS

Collins Radio Company of Canada Ltd, Division of Rockwell International at Toronto -

Local 1966 Electrical Workers (IBEW) AFL -CIO/CLC): A 36-month renewal agreement effective from May 16, 1976 to May 15, 1979, covering 329 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 15/76</u>	<u>May 15/77</u>
	Increases	52¢ on top rate	26¢ on top rate
	Labour Grade 10 (includes Assembly Operator)	\$3.55 - \$4.22 (\$3.13 - \$3.70)	\$3.69 - \$4.39
	Labour Grade 3 (includes Test Technician)	\$6.16 - \$6.62 (\$5.64 - \$6.10)	\$6.40 - \$6.88

Effective	<u>May 15/78</u>
Increases	28¢ on top rate
Labour Grade 10 (includes Assembly Operator)	\$3.84 - \$4.57
Labour Grade 3 (includes Test Technician)	\$6.66 - \$7.16

Probationary period is 30 working days for Labour Grades 10 through 6, and 45 working days for Grades 5 through 3. Maximum rates for Labour Grade 10 reached after 6 months, for Labour Grade 3 after 9 months.

Cost-of-Living Allowance: Effective August 1977, 1¢ per hour for each .4 increase in the Consumer Price Index (1971 = 100) after a 3% increase above the March 1977 base, to be adjusted quarterly.
Effective August 1978, 1¢ per hour for each .4 increase in the Consumer Price Index (1971 = 100) after a 3% increase above the March 1978 base, to be adjusted quarterly.

Paid Holidays: Two days added in 1978 only to provide a year-end shutdown.

Welfare: Life Insurance for Retirees - \$5,000 (\$2,000).

Major Medical Plan - Effective May 15, 1977, employer pays 100% of cost of new major medical plan providing a maximum of \$50,000 coverage.

Dental Plan - Effective May 15, 1978, employer pays 100% of cost of a new basic dental plan for employees and dependents, with deductibles of \$25 per year and either 80% or 50% of remaining expenses paid depending on procedure performed, up to a maximum of \$500 per year and a lifetime maximum of \$5,000 per individual.

Pension Plan: Effective May 15, 1977, \$8 (\$6) per month per year of service after November 15, 1972.

Northern Telecom Ltd. at Bramalea - Local 531, United Electrical, Radio and Machine Workers of America (CLC): A 34-month renewal agreement effective from May 6, 1976 to Feb. 25, 1979, covering 1,400 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 19/76</u>	<u>Feb. 28/77</u>	<u>Feb. 27/78</u>
	COLA Fold-in	35¢	35¢	35¢
	General Increases	35¢	33¢	25¢
	Skilled Trades Adjustment	10¢	10¢	10¢
	Labourer Grade 3	\$4.76 (\$4.06)	\$5.44	\$6.04
	Skilled Trades Grade 1	\$6.74 (\$5.94)	\$7.52	\$8.22

Cost of Living Allowance: 1¢ per hour for each 0.4 (0.45) of a point change in the Consumer Price Index - 1971 (1961) equals 100 - using 145.6 as a base during the first year of the contract, for each 0.375 change in the second and 0.34 in the third year.

Shift Premiums: 0¢ - 22¢ - 22¢ (0¢ - 17¢ - 17¢)

Paid Holidays: Two additional days, one in the second year of the contract and another in the third for a total of 13 (11) days.

Paid Vacation: 2 weeks after one year and 3 weeks after 5 years (unchanged), 4 weeks after 13 (15) years and 5 weeks after 22 (25) years.

Health and Welfare: Life Insurance - \$6,000 (\$5,000) coverage effective from date of ratification, and \$7,000 coverage effective Mar. 31, 1977. Employer continues to pay 100% of premiums. Employees may purchase specified amounts of additional coverage based on salary level, at the rate of 50¢ per \$1,000 (unchanged).

A.D. & D. - Improvements correspond to changes made in the life insurance plan.

Weekly Indemnity - The basis of payment determination has been changed from 100% and 66 2/3% of basic earnings to 90% and 50% of all earnings including cost of living allowance. The percentage of weeks paid at 90% is related to length of service and is maximized at 24 years. Full benefit reinstatement after 60 calendar days (13 weeks) with respect to a relapse and as of the first day (13 weeks) for any unrelated disability.

Dental Plan - Coverage for the basic dental plan to be based on 1975 (1973) Ontario Dental Association Schedule of Fees.

Pension Plan: The new Pension Plan is effective from Jan. 1, 1976 to Dec. 31, 1978.

Basic Benefits - Based on a flat amount according to classification grades ranging from \$9.50 - \$15.50 per month per year of service, (Previously, benefits were related to a final earnings integrated pension plan).

Supplementary Benefits - The previous scale to be replaced by a supplement of \$7 per month per year of service to a maximum of \$175 (\$112) monthly. Effective with this agreement the supplementary pension will also be available on employee initiated early retirement.

Disability Retirement - Pension payable after 10 (15) years of service on the basis of the basic benefit rate and years of service applicable, with a minimum of \$200 (\$90) per month.

Early Retirement - Employees who terminate service after 10 years (previously 10 years and at least age 45) will be entitled to a pension at age 65 equivalent to 100% of the pension earned to date of termination.

Westinghouse Canada Ltd. at Hamilton - Local 504, United Electrical, Radio & Machine Workers of America (CLC): A 12-month renewal agreement effective from Apr. 23, 1976 to Apr. 22, 1977, covering 3,050 employees, settled during a work stoppage with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 23/76</u>
	Increases	39.2¢ - 54.0¢
	Labour Grade 1 (Sweeper)	\$5.369 (\$4.977)
	Labour Grade 14 (Tool & Die Maker)	\$6.976 - \$7.407 (\$6.436 - \$6.867)
Shift Premiums:	0¢ - 20¢ - 20¢ (0¢ - 17¢ - 17¢).	
Safety Shoes Allowance:	\$10 (\$5) per calendar year.	
Prescription Safety Glasses (new):	1 pair per year supplied by employer.	

Westinghouse Canada Limited at London - Local 546, Electrical Workers (U.E.) (CLC): A 12-month renewal agreement effective from Apr. 5 1976 to Apr. 4, 1977, covering 350 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 5/76</u>
	General Increase	46.3¢-60.2¢
	Schedule "B", Labour Grade 3 (includes Coil Winder "A")	\$4.997 (\$4.514)
	Schedule "A", Labcur Grade 3 (includes Material Handler)	\$5.165 (\$4.686)
	Schedule "A", Labour Grade 12 (includes Maintenance Electrician)	\$6.485 (\$5.883)

Shift Premium: 0¢-20¢-20¢ (0¢-17¢-17¢).

Pirelli Cables Limited at Guelph - Local 3021, Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from Apr. 16, 1976 to Apr. 15, 1977, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Apr. 16/76</u>
	General Increase	50¢
	General Helpers	\$4.69 (\$4.19)
	Group "J" (includes Electrician "A")	\$5.65 (\$5.15)

Vacation Pay: \$40 bonus for all employees on payroll on May 20, 1976 and yearly thereafter.

Bereavement Leave: Sister-in-law and brother-in-law are included in up to 3 day's paid leave.

Welfare: Weekly Indemnity Plan - Benefits increase to \$110 (\$90) per week payable, as previously, on a 1-8-26 basis.

Pension Plan: \$4.50 (\$3.27) per month per year of past and future service.

NOTE: Increases in benefits are subject to approval by the Anti-Inflation Review Board.

PETROLEUM AND COAL PRODUCTS

Gulf Oil Canada Limited, Clarkson Refinery, at Mississauga - Local 9-593, Oil Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from Feb. 1, 1976 to Jan. 31, 1977, covering 350 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Feb. 1/76</u>
	Increases	54¢-99¢
	Labourer	\$5.80 (\$5.26)
	Mechanic 1	\$8.35 (\$7.41)
	Operator 1	\$8.44 (\$7.66)

Shift Premium: 0¢-31¢-54¢ (0¢-24¢-43¢).

Sub-Foreman 40¢ (30¢) per hour.
Premium:

Foreman Premium: 65¢ (50¢) per hour.

Shell Canada Limited (Sarnia Refinery) at Corunna - Local 9-848, Oil Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from Feb. 1, 1976 to Jan. 31, 1977, covering 200 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Feb. 1/76</u>
	General Increase	10.2%*
	Additional Adjustments	17¢ for Journeyman Craftsmen *
	Regular Labour	\$5.70 (\$5.17)
	Journeyman	\$8.35 (\$7.41)

*Note: Increases are subject to approval by the Anti-Inflation Board.

Bereavement Leave: Son-in-law and daughter-in-law are included in up to 3 day's paid leave.

CHEMICAL AND CHEMICAL PRODUCTS

Connaught Laboratories Ltd. at Toronto and Bolton - Connaught Laboratories Employees Association (Ind.): A 24-month renewal agreement effective from July 1, 1976 to June 30, 1978, covering 570 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	May 17, 1976 ¹	June 1, 1977
	Increases	\$16-\$26 per week (average increase 10%)	8% of mid-point for previous year or \$16 per week, whichever is greater. ²

Weekly Rates

Lab Technician I	\$140-\$160 (\$124-\$144)	\$156-\$176
Senior Technician	\$225-\$265 (\$203-\$243)	\$245-\$285

¹The wage rates under the previous agreement had been scheduled to apply until June 30, 1976. However, as a provision of the new agreement, the new rates became effective May 17, 1976, the date of ratification.

²The 8% wage increase scheduled for June 1, 1977 will be further increased on that date by the amount and to the extent that the Anti-Inflation Board increases its Basic Protection Factor beyond 6%.

Paid Vacation: 2 weeks after 1 year of service (unchanged), 3 weeks after 4(5) years, 4 weeks after 12(15) years, and 5 weeks after 25 years (unchanged).

Health and Welfare: Life Insurance - Employer pays 100% of premium for \$2,000(\$1,000) coverage. Co-insurance for additional coverage.

Sick Leave Plan - Extended to provide up to 3 months at full pay for employees with 4 to 10 years of service and up to 6 months for employees with more than 10 years of service.

MINING

Willroy Mines Limited (Macassa Division) at Kirkland Lake - Local 4584, Steel-workers (AFL-CIO/CLC): A 12-month renewal agreement effective from June 1, 1976 to May 31, 1977, covering 231 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 1/76</u>
	General Increase	50¢
	Additional Adjustments	30¢ Price of Gold Adjustment 4¢-25¢ for some classifications
	Mine Labour	\$5.27 (\$4.47)
	Machine Runner	\$5.50 (\$4.70)
	Welder	\$5.70 (\$4.90)

Price of Gold Adjustment: 1¢ per hour for each \$1.00 increase in the price of gold above \$130 (\$100) and up to \$250 (\$200) per ounce, to be adjusted monthly.

Paid Holidays: Miner's Day (2nd Monday in June) is added for a total of 10 (9).

Paid Vacations: 3 weeks after 7 (10) years.

Welfare: Weekly Indemnity Plan - Benefits increase to \$120 (\$80) per week payable, as previously, on a 3-5-26 basis.

Longterm Disability Plan - Benefits increase to \$225 (\$200) per month.

WHOLESALE TRADE

Crothers Limited at Toronto - Local 124, Auto Workers (CLC): A 24-month renewal agreement effective from Feb. 8, 1976 to Feb. 7, 1978, covering 200 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Feb. 8/76</u>	<u>Feb. 8/77</u>
	General	15%*	10%
	Increases		
	Job Class 1	\$4.68	\$5.15
	(includes General Labour)	(\$4.07)	
	Job Class 9	\$7.14	\$7.85
	(includes Mechanic Level 3)	(\$6.21)	

*Note: Increases are subject to approval by the Anti-Inflation Board. 10.4% is payable immediately.

Special Premium: 5¢ per hour (new) for outside work.

Safety Shoe Allowance: Employer pays \$20 (\$10) per year towards the cost of safety shoes.

Meal Allowance: \$12 (\$9) per day.

EDUCATION AND RELATED SERVICES

Durham Region Roman Catholic Separate School Board - Unit 20, Ontario English Catholic Teachers Association and Durham Association des enseignants franco-ontariens: An 8-month renewal agreement effective from January 1, 1976 to August 31, 1976, covering 446 employees, settled after a work stoppage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/76</u>
	Increases	\$725 - \$3,800
	Teacher (Level 1) 1-12 years	\$8,500 - \$12,300 (\$7,775 - \$10,650)
	Teacher (Level A4) 1-12 years	\$12,800 - \$23,000 (\$11,425 - \$19,200)

Responsibility Vice-principals - \$1,950-\$3,000 (\$1,850) per year
 Allowances: Consultants - \$2,100-\$3,200 (\$3,150) per year.
 Special education or
 guidance allowances - \$250 (\$230) per year for elementary
 certificate
 - \$500 (\$460) per year for intermediate
 certificate
 - \$750 (\$690) per year for specialists
 certificate
 Oral French or
 teaching English as
 a second language
 allowance - \$250 (\$230) per year
 Welfare: Life Insurance - Employer pays 75% of the cost of premiums
 for \$25,000 (\$10,000) coverage.

Frontenac - Lennox and Addington County Roman Catholic Separate School Board
at Kingston - Unit 8, Ontario English Catholic Teachers
Association: An 8-month renewal agreement effective from
Jan. 1, 1976 to Aug. 31, 1976, covering 217 employees,
settled at the fact finder stage. Duration of negotiations
- 7 months.

Wages Effective Jan. 1/76
 Increases \$1,800-\$4,300 *
 per year

Annual Rates

Teacher (Level D) ; \$8,425-\$11,725
 0-6 years (\$6,500-\$9,500)

Teacher (Level A3) \$12,450-\$21,400
 0-12 years (\$9,600 -\$16,300)

* Note: Increases are subject to approval by the Anti-
 Inflation Board.

Responsibility Principals - \$4,000-\$5,000 (\$3,150-\$4,000) per year
 Allowances: Vice-principals - \$2,500 (\$1,950) per year
 Consultants - \$1,300-\$2,500 (\$750-\$1,950) per year

Bereavement Leave:	Up to 5 day's paid leave (new) upon death of spouse, parent, child, brother, sister, grandparent, total dependent and parent-in-law. One day's paid leave, (new) upon death of son-in-law, daughter-in-law, brother-in-law and sister-in-law. Up to 2 day's paid leave (new) to attend funeral of any other friend or relative.
Paternity Leave:	1 day's paid leave (new) on the birth or adoption of a child.
Welfare:	<u>Life Insurance</u> - Employer pays 75% of the premiums for life insurance coverage of \$25,000 (new). <u>OHIP</u> - Employer pays 80% (75%) of the premiums for OHIP. <u>Extended Health Care Plan</u> - Employer pays 80% (75%) of the premiums for extended health care.
Travel Allowance:	20¢ (15¢) per mile.

Grey County Board of Education - Ontario Public School Men Teachers' Federation and Federation of Women Teachers' Association of Ontario :
A 12-month renewal agreement effective from September 1, 1976 to August 31, 1977, covering 440 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/76</u>
	General	11.1%
	Increase	
	Teacher	\$8,000-\$11,822
	Category D	(\$7,200-\$10,640)
	Teacher	\$12,000-\$24,000
	Category A4	(\$10,800-\$21,600)

Hamilton Board of Education - Ontario Secondary School Teachers' Federation (OTF):

A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 1,130 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1, 1976</u>
	<u>Annual Rates</u>	
	Teacher Category 1 (0-11 yrs)	\$11,880-\$19,872 (\$11,000-\$18,400)
	Teacher Category 4 (0-11 yrs)	\$14,256-\$25,380 (\$13,200-\$23,500)
	Principal (0-2 yrs)	\$32,200-\$35,200 (\$30,000-\$33,000)

Allowances:	Department Heads:
	Major - \$2,400 (\$2,350)
	Minor - \$1,400 (\$1,275)
	Consultants - \$2,400 (\$2,350)

Health and Welfare: The Board will continue to pay 100% of the premium cost as of Sept. 1, 1976 for OHIP, Blue Cross Semi-Private, Group Life Insurance and Extended Health Plans. Any increase in premium cost after Sept. 1, 1976 will be paid by the teacher.

London Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A

20-month renewal agreement effective from Jan. 1, 1976 to Aug. 31, 1977, covering 1,300 employees, settled at the mediation stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1, 1976</u>	<u>Sept. 1, 1976</u>	<u>Jan. 1, 1977</u>
	Teacher Level A1 (0-10 yrs)	\$10,540-\$18,290 (\$9,575-\$16,475)	\$10,860-\$18,690	\$11,180-\$19,000
	Teacher Level A4 (0-12 yrs Jan. 1976 0-11 yrs Sept. 1976 0-10 yrs Jan. 1977)	\$12,900-\$23,260 (\$11,725-\$20,950)	\$13,310-\$23,760	\$13,580-\$25,000
	Principal	Salary according to grid plus allowance of \$4,300 to \$6,300 (unchanged)		Straight salary \$28,500-\$30,000 (0-3 years)

Cost of Living Allowance: Effective Jan. 1, 1977 an upward adjustment will be made to the wage grid to the extent that the Consumer Price Index for November 1976 exceeds that for November 1975 by more than 8%. Maximum allowable adjustment is set at 4%.

Allowances:	Effective	<u>Jan. 1, 1976</u>	<u>Sept. 1, 1976</u>
	Vice Principal	\$1,300-\$2,800 (unchanged)	\$2,200-\$3,000
	Chairman	\$1,300-\$1,800 (unchanged)	\$1,500-\$2,000
	Consultant	\$2,300-\$2,800 (unchanged)	\$2,500-\$3,000

Master Degree - Effective Jan. 1, 1977, \$600 for approved degrees (new).

Health and
Welfare:

General - Effective Jan. 1, 1977, the employer pays 80%(75%) of the premiums for the Group Life, OHIP, Extended Health Care, Dental and Long-Term Disability Plans.

Life Insurance - Effective Sept. 1, 1976, coverage is extended to twice annual salary to a maximum of \$60,000. (Previously coverage was tied to wage level categories.)

Ottawa Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): An 8-month renewal agreement effective from Jan. 1, 1976 to Aug. 31, 1976, covering 1,285 employees, settled at the mediation stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Apr. 1/76</u>
	<u>Annual Rates</u>	
	Teacher - Level D	\$8,700 - \$12,000 (\$7,500 - \$10,320)
	Teacher - Level A1	\$11,800 - \$19,390 (\$9,130 - \$17,220)
	Teacher - Level A4	\$13,770 - \$23,790 (\$11,300 - \$21,960)

Lump Sum Payment: \$300,000 divided equally among the teachers who are employees of the Board as of the date of ratification of the new contract.

Cost of Living Allowance: COLA fold-in on Aug. 31, 1976 equal to a 1% or part thereof pay increase for each 1% or part thereof rise in the Ottawa Consumer Price Index between August, 1975 and August, 1976.

Timmins District Roman Catholic Separate School Board - Timmins Separate School Teachers (Ind.): A 20-month renewal agreement effective from January 1, 1976 to August 31, 1977, covering 275 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Sept. 1/76</u>	<u>Jan. 1/77</u>
	General	\$2,043 - \$4,341	\$500-\$1,200	\$300-\$1,200
	Increases			
	Teacher	\$8,000-\$10,000	\$8,500-\$10,500	\$8,800-\$10,900
	(2nd Class)	(\$5,957-\$7,756)		
	Teacher	\$13,300-\$22,100	\$14,220-\$23,300	\$14,520-\$24,500
	Category	(\$10,453 - \$17,759)		
	A4-VII			

Responsibility Allowances:		<u>Jan. 1/76</u>	<u>Sept. 1/76</u>	<u>Jan. 1/77</u>
	Principals			
	up to 7 teachers	\$3,493 (\$3,175)	\$3,703	\$3,772
	additional teachers	\$110 per teacher (\$100)	\$117	\$119
	Coordinators	\$1,100 (\$1,000)	\$1,166	\$1,188
	Sports Directors	\$495 (\$450)	\$525	\$535

Welfare: Life Insurance - Employer pays 65% (50%) of the cost of premium for \$20,000 (\$10,000) coverage. Effective August 31, 1976, employer pays 85% of cost. Employees have option of additional \$20,000 coverage with 65% of cost paid by employer (previously employees paid 100% of cost). Effective August 31, 1976, employer pays 85% of cost of additional coverage.

OHIP - Employer pays 85% (75%) of cost of premiums.

Major medical Plan - Employer pays 75% (66 2/3%) of cost of premiums. Effective September 1, 1976, employer pays 85% of cost.

Dental Plan - Effective September 1, 1976, employer pays 50% of cost of new basic dental plan.

Wentworth County Board of Education - Local 1572, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1976 to December 31, 1977, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Jan. 1/76	Jan. 1/77
	Increases	40¢-78¢	43¢-84¢
	Housekeepers	\$3.21-\$4.04 (\$2.81-\$3.54)	\$3.64-\$4.58
	Maintenance Man	\$6.28 (\$5.50)	\$7.12

Probationary period is 3 months. Maximum rates for housekeepers reached after 2 years.

Sick Leave: Maximum accumulation for sick leave credits is 260 (240) days.

Welfare: Life Insurance - Effective May 1976, employer pays 100% (75%) of cost of premiums.

OHIP - Effective January 1977, employer pays 100% (75%) of cost of premiums.

Extended Health Care Plan - Effective May, 1976, employer pays 100% (75%) of cost of premiums.

Mileage Allowance: Effective May 1976, 18¢ (15¢) per mile.

PERSONAL SERVICES

Canadian National Railways Hotel Department, Chateau Laurier Hotel at Ottawa - Local 270, Canadian Brotherhood of Railway, Transport and General Workers (CLC): A 12-month renewal agreement effective from June 1, 1976 to May 31, 1977, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	June 1/76
	Increases	10% for employees who do not receive tips, 9% for employees who receive tips, or a minimum of 25¢ per hour*
	Additional Adjustments	15¢ for some classifications
	Maid	\$3.14 (\$2.85)
	Electrician	\$5.42 (\$4.93)

*Note: Increases are subject to approval by the Anti-Inflation Board.

Split Shift Premium: \$1.25 (\$1.00) per day.

Paid Vacations: 5 weeks (new) after 25 years.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Canadian Air Traffic Control Association (Ind.): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 2,165 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 8 months.

Wages: Effective Jan. 1, 1976

General Increase 11% to a maximum of \$2,400 per year

Annual Rates

Air Traffic Controller

Level 1	\$11,374-\$14,684 (\$10,247-\$13,229)
Level 4	\$17,447-\$22,541 (\$15,718-\$20,307)
Level 5	\$20,055-\$25,738 (\$18,068-\$23,338)
Level 8	\$24,999-\$30,268 (\$22,599-\$27,868)

There were no other major changes in monetary provisions.

Government of Canada (Treasury Board) - Local 2228, International Brotherhood of Electrical Workers (AFL-CIO/CLC) (electronics group): A 12-month renewal agreement effective from May 17, 1976 to May 16, 1977, covering 2,915 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 17, 1976</u>
	General Increase	12% to a maximum of \$2,400 per year
	<u>Annual Rates</u>	
	EL-1	\$10,900-\$12,299 (\$9,732-\$10,981)
	EL-9	\$23,577-\$26,385 (\$21,177-\$23,985)
Shift Premiums:	0-\$1.75-\$2.25(0-\$1.25-\$1.75) per shift.	
Standby Pay:	\$3.50(\$3.00) for each 8-hour period on standby.	
Meal Allowance:	\$2.75(\$2.50) for the first overtime meal and \$2.00(\$1.75) for each additional meal.	
Sea Duty Premium:	\$3.00(\$2.50) per night at sea.	
Flying Pay:	\$45(\$40) per month will be paid to an employee required to perform flight calibration or magnetometer survey duties, provided that he completes 15 hours in the performance of such duties each quarter.	

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(auditing group): A 7 $\frac{1}{2}$ -month renewal agreement effective from May 20, 1976 to Dec. 26, 1976, with wage increase retroactive to Jan. 1, 1976, covering 2,455 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1, 1976</u>
	<u>General Increases</u>	
	Levels 1-3	10%
	Levels 4 and 5	\$2,400 per year
	<u>Annual Rates</u>	
	AU 1	\$15,787-\$18,638 (\$14,352-\$16,944)
	AU 5	\$29,011-\$32,181 (\$26,611-\$29,781)

Adoption
 Leave (new): 1 day's leave with pay.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(financial administration group): An 8-month renewal agreement effective from May 6, 1976 to Dec. 26, 1976, with wage increases retroactive to Dec. 29, 1975, covering 1,385 employees, settled at the bargaining stage. Duration of negotiations - 8 months

Wages:	Effective	<u>Dec. 29, 1975</u>
	<u>General Increases</u>	
	Level 1	12%
	Levels 2 and 3	11%
	Level 4	10%
	Level 5	9%
	<u>Annual Rates</u>	
	FI-1	\$13,326-\$15,103 (\$11,898-\$13,485)
	FI-3	\$16,618-\$18,840 (\$14,971-\$16,973)
	FI-5	\$23,009-\$26,101 (\$21,109-\$23,946)

Meal Allowance: \$2.50(\$2.25) after 3 or more hours of overtime.

Adoption Leave (new): 1 day's leave with pay.

Penological Factor Allowance: The value of "X" is increased to \$952(\$850) per annum. The allowance ranges from \$95 to \$952 (\$85-\$850) per annum, according to type of institution and degree of contact.

LOCAL ADMINISTRATION

Metropolitan Toronto Board of Commissioners of Police - Metropolitan Toronto Police Association (Ind.) (Unit A, Clerical; Unit B, Garage; and Unit C, Parking Control Officers, Cadets, and Matrons):
 Three 12-month renewal agreements effective from Jan. 1, 1976 to Dec. 31, 1976, covering a total of 1,200 employees (640 in Unit A, 120 in Unit B, and 440 in Unit C), settled at the conciliation officer stage. Duration of negotiations - 7 months.

Bargaining Units: Prior to these agreements, Unit A consisted of clerical, parking control officers, cadets and matrons. As noted above, the latter three categories of employees now compose Unit C, a new and separate bargaining unit. All three units, A, B, and C, bargained jointly in reaching agreements.

Wages: Effective Jan. 1, 1976

General Increases

Unit A	9%
Unit B	11.5%
Unit C	8.3%

Annual Rates

<u>Unit A</u>	Top Grade Class 4 (40 hours per week)	\$10,607-\$12,591 (\$9,730-\$11,547)
	Senior Clerk Class 6 (35 hours per week)	\$11,327-\$12,752 (\$10,396-\$11,693)
<u>Unit B</u>	Labourer (40 hours per week)	\$11,797 (\$10,586)
	Senior Communications and Electronics Technician (Formerly, Senior Radio Technician) (40 hours per week)	\$16,600 (\$14,887)
<u>Unit C</u>	Police Cadet (40 hours per week)	\$10,085-\$11,922 (\$9,312-\$11,004)
	Parking Control Officer (40 hours per week)	\$11,171-\$12,319 (\$10,315-\$11,380)

Cost of Living Allowance: If, during the course of the agreement, the Consumer Price Index (1971 = 100) exceeds 158.0, a bonus in the form of a lump sum payment will be paid as soon as convenient at the termination of the agreement on the basis of a 1% increase in wage rates for each 1% increase in the CPI beyond 158.0. The calculations will apply to all hours worked during the affected period.

Shift Premiums: 0-25¢-25¢(0-20¢-20¢) per hour.

Weekend Premium: 35¢(30¢) per hour.

Call-back Pay: Minimum of 3 hours or time off in lieu at time and one-half (2 3/4 hours at time and one-half for Units A and C and 2 hours at time and one-half for Unit B).

Paid Holidays: Remembrance Day included as a paid holiday regardless of day of occurrence for a total of 11 days. (Previously, Remembrance Day was only observed as a paid holiday if it occurred on a weekday.)

Paid Vacation: 2 weeks after 1 year of service (unchanged), 3 weeks after 3(5) years, 4 weeks after 9(13) years, 5 weeks after 17(22) years, and 6 weeks after 25 years (new).

Health and Welfare: Life Insurance and A.D. and D. - Employer pays 100% of the premiums for coverage equal to one and one-half times employee's annual salary. (Unchanged for Units A and C. For Unit B, employer previously paid 100% of the premiums for the first \$2,000 coverage and 66 2/3% of the premiums for additional optional coverage up to one and one-half times employee's salary.)

Extended Health Care - Effective July 1, 1976, prescription eye glass allowance is increased to \$50(\$10) per family member every 2 years.

Dental Plan (new) - Effective Sept. 1, 1976, a non-deductible dental plan will be introduced with the employer paying premiums to maximum of \$5.25 for single and \$13.35 for family coverage.

Mileage Allowance: 15¢(12¢) per mile for employees in Units A and C.
15¢ per mile for employees in Unit B (new).

Tool Allowance: Applies to Unit B employees only:
Mechanic - \$90(\$80) per year
Service man - \$66(\$60) per year
Electrical Equipment Maintenance Man - \$66 per year (new)
Communications and Electronics Technician - \$66 per year (new)

Wash-up Time: Applies to Unit B employees only. Provision for 5 minutes immediately prior to the lunch break (new), and 5 minutes at the end of each working day (unchanged).

North York Borough Corporation at Willowdale - Local 752, International Association of Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 550 employees, settled at the bargaining stage.
Duration of negotiations - 7 months.

Wages:	<u>Effective</u>	<u>Jan. 1/76</u>
	General Increase	8%
	<u>Annual Rates</u>	
	Fire Fighter 4th Class	\$13,255 (\$12,274)
	Fire Fighter 1st Class	\$17,673 (\$16,364)
	Platoon Chief	\$26,510 (\$24,546)

Leave For Unpaid leave for one year for one employee (new).
Union Business:

The agreement is subject to approval
of the Anti-Inflation Board.

Scarborough Borough Corporation (Fire Department) - Local 626, Fire Fighters
(AFL-CIO/CLC): A 12-month renewal agreement effective from
Jan. 1, 1976 to Dec. 31, 1976, covering 351 employees, settled
at the bargaining stage. Duration of negotiations - 5 months

Wages:	Effective	<u>Jan. 1/76</u>
	Increases	\$1,505-\$2,384 for 1st Class Fire Fighter and higher classifications
		Wages for other classi- fications are calculated as a percentage of 1st Class Fire Fighter's wage: 90% for 2nd Class Fire Fighter, 82% for 3rd Class Fire Fighter, and 75% for 4th Class Fire Fighter.
	4th Class Fire Fighter	\$13,275 (\$12,086)
	1st Class Fire Fighter	\$17,700 (\$16,114)
	Captain	\$20,178 (\$16,112)

Emergency 3 hours paid leave (new) for emergencies.
Leave:

Welfare: Life Insurance - Effective Oct. 1, 1976 employer pays 100% (50 %)
of the premiums for life insurance coverage.

Scarborough Borough Corporation - Local 368, Canadian Union of Public Employees
(CLC) (outside employees): A 12-month renewal agreement
effective from Jan. 1, 1976 to Dec. 31, 1976, covering 600
employees, settled at the bargaining stage. Duration of
negotiations - 7 months.

Wages:	Effective	Jan. 1, 1976	June 28, 1976
	Increases	11.1%	6¢ - 12¢ classification revision for designated employees.
	Labourer	\$5.62 (\$5.06)	
	Licensed Mechanic	\$6.68 (\$6.01)	\$6.80
Paid Holidays:	One floating holiday, to be observed July 2 this year, added for a total of 12 days.		
Paid Vacation:	2 weeks after 1 year of service (unchanged), 3 weeks after 3(5) years, 4 weeks after 10(13) years, 5 weeks after 18(22) years and 6 weeks after 25 years (new).		
Health and Welfare:	<u>Dental Plan (new)</u> - The employer will pay 100% of the premium cost of a non-deductible dental plan. <u>Long-Term Disability</u> - Benefits of 75%(65%) of basic salary up to a maximum benefit of \$1,000 per month for disability claims arising on or after May 1, 1976.		

CONSTRUCTION

Hamilton Construction Association, General Contractors Section - Local 18, Carpenters (AFL-CIO/CLC): A 12 -month renewal agreement effective from May 1, 1976 to April 30, 1977, covering 800 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	May 3/76	Nov. 1/76
	General	\$1.21	38¢
	Increases		
	Journeyman	\$10.17	\$10.55
	Carpenter	(\$ 8.96)	
Welfare and Pension:	Effective November 1, 1976, employer contributes \$1.30 (\$1.05) per hour.		

Toronto Construction Association, General Contractors' Section - Local 793, International Operating Engineers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1976 to April 30, 1977, covering 1,000 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	35¢	65¢
	Operating Engineer (includes Crane operator)	\$9.90 (\$9.55)	\$10.55
	Effective	<u>May 1/77</u>	<u>Nov. 1/77</u>
	Increases	50¢ - 65¢	50¢ - 65¢
	Operating Engineer (includes Crane operator)	\$11.20	\$11.85

Welfare: A new welfare benefit plan will be established. Employer will contribute 25¢ per hour.

Pension Plan: Employer contributes 50¢ (40¢) per hour.

Residential Sheet Metal Contractors Organization - Local 285, Sheet Metal Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1976 to April 30, 1978, covering 300 employees, settled at the bargaining Stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 1/77</u>	<u>May 1/78</u>
	Increases	58¢ for employees engaged in warm air home heating; 67¢ for all other employees	55¢ for employees engaged in warm air home heating; 61¢ for all other employees
	Journeyman Sheet Metal Worker (warm air home heating)	\$8.69 (\$8.11)	\$9.24
	Journeyman Sheet Metal Worker (Other)	\$9.88 (\$9.21)	\$10.49

Welfare: Employer contributes 35¢ (25¢) per hour.

Addendum

January 1976 Settlement

FOOD AND BEVERAGE

Canadian Food Products Sales Limited (Bakery Plant) at Toronto - Local 461, Retail Wholesale Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from February 1, 1976 to January 31, 1979, covering 270 employees, settled at the bargaining stage and ratified in January 1976. Duration of negotiation - 2 months.

Wages:	Effective	<u>Feb. 1/76</u>	<u>Feb. 1/77</u>	<u>Feb. 1/78</u>
	General Increases	\$1.00*	8%	6%
	Bakeshop Helper 2	\$4.49-\$4.55 (\$3.49-\$3.55)	\$4.85-\$4.91	\$5.14-\$5.20
	Electrician	\$5.95-\$6.00 (\$4.95-\$5.00)	\$6.43-\$6.48	\$6.82-\$6.87

Probationary period is 45 days. Maximum rates reached after 90 days.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Lead Hand Premium: 25¢ (17¢) per hour.

Shift Premiums: 20¢ (18¢) per hour for hours worked between 6:00 p.m. and 6 a.m.

February 1976 Settlement

FOOD AND BEVERAGE

The Great Atlantic and Pacific Company of Canada Limited at Toronto - Local 264, Bakery Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from March 15, 1976 to March 14, 1977, covering 350 employees, settled at the bargaining stage and ratified in February 1976. Duration of negotiations - 1 month.

Wages:	Effective	<u>Feb 8/76</u>
	General Increases	10%
	General Help	\$5.39 (\$4.90)
	Maintenance	\$7.08 (\$6.44)

March 1976 Settlement

EDUCATION AND RELATED SERVICES

Grey County Board of Education - Ontario Secondary School Teachers' Federation :

A 12-month renewal agreement effective from September 1, 1976 to August 31, 1977, covering 316 employees, settled at the bargaining stage and ratified in March 1976. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/76</u>
	Teacher	\$10,000-\$19,000
	Category 1	(\$10,000-\$16,600)
	Teacher	\$12,000-\$24,000
	Category 4	(\$12,000-\$21,600)

Job class increments for Category 1 are \$900 (\$660) per year of experience, for Category 4 \$1,000 (\$800) per year of experience.

Cost-of-Living Allowance: Effective September 1976, cost of living allowance of 1% per 1% increase in the Consumer Price Index (1971=100) above the September 1975 increase, calculated to the nearest tenth of one per cent. The allowance will be computed monthly and paid semi-annually to a maximum of 8% above 1975/1976 compensation package (previously no maximum).

April 1976 Settlement

PERSONAL SERVICES

Skyline Hotels Ltd. at Ottawa - Local 261, Hotel Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1976 to Apr. 30, 1978 covering 337 employees, settled at the bargaining stage, and ratified in April. Duration of negotiations - 2 months.

Wages:	Effective	<u>May 1/76</u>	<u>May 1/77</u>	<u>Nov. 1/77</u>
	General	10%	5%	9%
	Increases			
	Additional	11¢-49¢		
	Adjustments	for some		
		classifications		
	Parlour Maid	\$2.91	\$3.06	\$3.34
		(\$2.65)		
	Electrician	\$5.88	\$6.17	\$6.72
		(\$5.35)		
Overtime Pay:	1 day's pay at straight time plus time and one-half for all hours worked on New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, and Christmas Day.			
Paid Holidays:	Effective in 1977, Christmas Eve is added for a total of 11 (10).			
Vacation Pay:	6% after 5 (6) years and 8% after 9 (15) years.			
Welfare:	<u>OHIP</u> - Employer pays 100% (50%) of the premiums for OHIP.			
Employees' Development Fund:	Employer contributes 4¢ per hour toward a new Employees' Development Fund. Effective May 1, 1977, 5¢ per hour. Effective Nov. 1, 1977, 6¢ per hour.			

Anti-Inflation Board Rulings in May 1976

Company and Union	Reference	Action
Anchor Cap and Closure Corporation of Canada Limited, Toronto, and Electrical Workers (UE)	Jan. 76, p. 8	Disallowed
Canadian Broadcasting Corporation Canada-wide, and National Association of Broadcast Employees and Technicians	Mar. 76, p. 122	Disallowed
Canadian General Electric Company Ltd., Toronto, Peterborough, Burlington, Caledonia, Guelph, Barrie and Trenton, and Electrical Workers (UE)	Jan. 76, p. 11	Allowed
Canadian General Electric Company Ltd., Peterborough, Guelph and Toronto, and Technical Engineers	Feb. 76, p. 67	Allowed
Canadian General Electric Company Ltd., Ontario and Quebec, and Electrical Workers (IUE)	Mar. 76, p. 113	Allowed
Carleton University, Ottawa, and Carleton University Academic Staff Association	Nov. 75, p. 409	Disallowed
Dominion Glass Company Ltd., Bramalea and Glass and Ceramic Workers	Jan. 76, p. 14	Disallowed
Dufferin Peel Roman Catholic Separate School Board, and Ont. Teachers' Federation	Dec. 75, p. 436	Disallowed
Essex County Board of Education, and Ont. Secondary School Teachers' Federation	Jan. 76, p. 15	Disallowed
Frontenac County Board of Education and Ont. Teachers' Federation	Dec. 75, p. 436	Disallowed
Government of Canada (Treasury Board) and Canadian Postmasters Association	Mar. 76, p. 135	Allowed
Hamilton-Wentworth Roman Catholic Separate School Board and Ont. English Catholic Teachers Assn. & L'Assn. des Enseignants Franco- Ontariens	Mar. 76, p. 126	Disallowed
Kendall Company (Canada) Ltd., Toronto, and Steelworkers	Apr. 76, p. 207	Allowed
Lakehead Board of Education and Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed.	Jan. 76, p. 17	Disallowed

Anti-Inflation Board Rulings in May 1976 (Cont'd)

Company and Union	Reference	Action
Lakehead Board of Education and Ont. Secondary School Teachers' Fed.	Jan. 76, p. 18	Disallowed
High-Marsland Engineering Ltd., Waterloo and Auto Workers	Mar. 76, p. 115	Allowed
Daily Cups Limited, Toronto, and Printing and Graphic Communications	Feb. 76, p. 55	Allowed
Inco Canada Ltd., Hamilton and Steelworkers	Nov. 75, p. 397	Allowed
Stormont, Dundas and Glengarry County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and L' Assn. des Enseignants Franco-Ontariens	Mar. 76, p. 133	Disallowed
Toronto Star Limited (Mailing Room) and Printing and Graphic Union	Jan. 76, p. 7	Allowed

Note: Actions refer to settlements covering 200 or more employees previously published in the Monthly Settlements Report. This list includes only those rulings which have come to the attention of the Ministry of Labour, and it may be incomplete.

Negotiations in Progress during May 1976 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'r Stage
A & P Stores, Province-wide	Foodworkers (AFL-CIO/CLC) (full-time and part-time empls.)	4,735	B
AP Parts of Canada Ltd. (Rexdale Operations), Toronto	Auto Workers (CLC)	375	PC
Alcan Canada Products Ltd., Kingston	Steelworkers and Machinists (AFL-CIO/CLC)	1,300	ME
Associated Spring, Hamilton	N.C.C.L.	217	CO
Benn Iron Foundry Ltd., Wallaceburg	Auto Workers (CLC)	220	WS
Benson and Hedges (Canada) Ltd. (Benson and Hedges Tobacco Co. Division), Brampton	Tobacco Workers (AFL-CIO/CLC)	320	B
Borg-Warner Canada, Long Manufacturing Div., Cambridge	Machinists (AFL-CIO/CLC)	200	B
Campeau Corporation Limited (Manufacturing Operations), Ottawa	Operating Engineers (AFL-CIO/CLC)	220	B
Canada Safeway, Southeastern Ontario	Retail Clerks (AFL-CIO/CLC)	650	B
Canada Wire & Cable Ltd., Simcoe	Steelworkers (AFL-CIO/CLC)	239	WS
Canadian Building Materials and other companies, Toronto, Hamilton, London and other centres, South-western Ontario	Teamsters (Ind.)	1,235	CO
Canadian Carborundum Co. Ltd., Niagara Falls	Steelworkers (AFL-CIO/CLC)	300	CO
Canadian Chromalox Co., Toronto	Auto Workers (CLC)	510	WS
Canron Ltd. (Burlington Plant), Hamilton	Steelworkers (AFL-CIO/CLC)	200	CO
Canron Ltd. (Eastern Structural Div.), Toronto	Canadian Workers Union	315	B
Carleton Board of Education, Carleton County	Fed. of Women Teachers' Assns. of Ontario and Ontario Public School Men Teachers' Fed. (OTF)	1,110	B
Central Hospital and other Hospitals, Toronto	Canadian Union of Operating Engineers (CCU)	230	PCB
Chatham Public General Hospital	Service Empls. (AFL-CIO/CLC)	212	ARB
Concrete and Drain Contractors Association (Residential) Toronto Area	Labourers (AFL-CIO/CLC)	250	CO
Consolidated-Bathurst Packaging Ltd., Hamilton, St. Thomas and Whitby	Woodworkers (AFL-CIO/CLC)	555	CO
Cooper of Canada Ltd., Toronto	Potters (AFL-CIO/CLC)	700	B

*See page 280 for definition of codes.

Negotiations in Progress during May 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Hourtaulds (Canada) Ltd. and Caravelle Carpets Ltd., Cornwall	Textile Workers Union (AFL-CIO/CLC)	605	B
J.R.G. Packaging, Leaside	Printing and Graphic Union (AFL-CIO/CLC)	525	B
Kare Foods Ltd., (Biscuit Division), Kitchener	Bakery Workers (AFL-CIO/CLC)	250	CO
Lome Mines Ltd., South Porcupine	Steelworkers (AFL-CIO/CLC)	600	CO
Dominion Stores Ltd., Toronto	Retail, Wholesale Empls. (AFL-CIO/CLC) (warehousemen)	600	B
Dominion Stores Ltd., Windsor, Amherstburg and Kingsville	Steelworkers (AFL-CIO/CLC)	620	B
Domtar Construction Materials Ltd., Gypsum Products, Caledonia	Steelworkers (AFL-CIO/CLC)	225	WS
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	850	B
Durham Board of Education, Ontario County	Fed. of Women Teachers' Assns. of Ontario and Ontario Public School Men Teachers' Fed. (OTF)	1,290	B
Durham Board of Education, Ontario County	Ont. Secondary School Teachers' Fed. (OTF)	900	B
Durham Regional Police	Police Assn. (Ind.)	277	B
Eddy Match (Eddy Match and Industrial Products Division), Pembroke	Carpenters (AFL-CIO/CLC)	200	CO
Etobicoke Borough Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	345	B
Essex County Board of Education, Leamington	Ont. Secondary School Teachers' Fed. (OTF)	525	B
Exolon Company of Canada Ltd., Thorold	Chemical Workers (AFL-CIO/CLC)	240	B
Ferranti-Packard Ltd., Toronto	Electrical Workers (U.E.) (CLC)	225	PCB
Ferranti-Packard Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	300	B
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Men Teachers' Fed. (OTF)	600	B
Fruehauf Trailer Co. of Canada Ltd. (Dixie Mfg. Plant)	Auto Workers (CLC)	240	CO
GSW Limited, Fergus	Steelworkers (AFL-CIO/CLC)	400	B

Negotiations in Progress during May 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg. Stage
General Signal Appliances Ltd., Welland	Steelworkers (AFL-CIO/CLC)	200	WS
General Time of Canada Ltd., Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	317	B
Gillies Brothers and Company, Braeside	Woodworkers (AFL-CIO/CLC)	250	B
Greb Industries (Bauer Shoe and Skate Division), Kitchener	Shoe Workers (AFL-CIO/CLC)	425	B
Halton County Board of Education	CUPE (CLC) (maintenance)	200	B
Halton County Board of Education	Fed. of Women Teachers' Assns. of Ontario and Ontario Public School Men Teachers' Fed. (OTF)	1,300	B
Halton County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,050	B
Halton Regional Police, Burlington, Milton, Oakville, Georgetown	Police Assn. (Ind.)	250	B
Hamilton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,370	B
Hamilton City Corporation	Fire Fighters (AFL-CIO/CLC)	411	B
Hamilton-Wentworth Regional Board of Commissioners of Police	Police Assn. (Ind.)	600	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	1,050	B
Hastings County Board of Education	Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Men Teachers' Fed. (OTF)	590	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	520	B
Heinz, H. J., Company of Canada Ltd., Leamington	Foodworkers (AFL-CIO/CLC)	850	CO
Imperial Tobacco Ltd./Ltee., Guelph	Tobacco Workers (AFL-CIO/CLC)	715	B
Inglis Ltd., Stoney Creek	Auto Workers (CLC)	750	B
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	540	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (OTF)	500	ARB

Negotiations in Progress during May 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Kitchener City Corporation (Transit Div. and Supply and Services Dept.)	Railway, Transport and General Works (CLC)	214	B
Kitchener City Corporation (Works, Recreation & Arena), Kitchener	CUPE (CLC)	275	B
Kenora Board of Education, Thunder Bay	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	630	B
Kenora Board of Education, Thunder Bay	Ont. Secondary School Teachers' Fed. (OTF)	550	B
Kenora Board of Education, Thunder Bay	Service Empls. (AFL-CIO/CLC)	275	CO
Leamington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	695	B
Leamington County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	525	B
Leeds and Grenville County Board of Education, Brockville	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	525	B
Loblaws Ltd., Ottawa and other centres	Retail Clerks (AFL-CIO/CLC)	730	B
Loblaws Ltd., Toronto and other centres	Foodworkers (AFL-CIO/CLC)	710	B
Loblaws Ltd., Toronto and other centres	Retail Empls. (CLC) (full-time and part-time empls.)	6,700	B
London Board of Education	CUPE (CLC)	350	B
London Board of Education	CUPE (CLC) (office, clerical and technical empls.)	320	B
London City Corporation	CUPE (CLC)	540	CO
London City Corporation	CUPE (CLC) (office, clerical and technical empls.)	345	CO
London City Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	290	B
McGraw-Edison of Canada Ltd., Power Systems Div., Toronto	Steelworkers (AFL-CIO/CLC)	270	B
Mattabi Mines Ltd., Ignace	Steelworkers (AFL-CIO/CLC)	210	B
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (unified police dept. empls.)	4,600	CO
Metropolitan Toronto House Wreckers Association	Labourers (AFL-CIO/CLC)	500	CO
Metropolitan Toronto Road Builders Association	Teamsters (Ind.) Labourers (AFL-CIO/CLC)	500	PCB

Negotiations in Progress during May 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Metropolitan Toronto Sewer and Watermain Contractors Association	Teamsters (Ind.) Labourers (AFL-CIO/CLC)	500	PC
Metropolitan Toronto Sewer and Watermain Contractors Association	Operating Engineers (AFL- CIO/CLC)	319	PC
Mississauga Town Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	210	B
Monsanto Canada, Woodbridge	Textile Workers Union (AFL-CIO/CLC)	300	B
Motor Wheel Corporation of Canada Ltd., Chatham	Auto Workers (CLC)	600	WS
Nabisco Ltd. (Christie's Bread Division), Toronto	Bakery Workers (AFL-CIO/CLC)	250	CO
Nashua Canada Ltd., Peterborough	Printing and Graphic Communications (AFL-CIO/ CLC)	200	B
National Capital Roadbuilders Associa- tion, Ottawa	Various unions	425	CO
National Knitting Mills Co. Ltd., Toronto	Textile Workers (AFL-CIO/CLC)	275	CO
Niagara Falls City Corporation	CUPE (CLC)	450	CO
Niagara Regional Municipality	CUPE (CLC)	350	CO
Niagara Regional Municipality (Homes for the Aged), St. Catharines	CUPE (CLC) (non-medical empls.)	530	B
Niagara South Board of Education	Ont. Secondary School Teach- ers' Fed. (OTF)	850	B
Nipissing Board of Education	CUPE (CLC)	250	B
North York Borough Corporation, Willowdale	CUPE (CLC) (office, cler- ical, technical and service empls.)	380	CO
North York Borough Corporation, Willowdale	CUPE (CLC) (outside empls.)	705	WS
North York Public Library Board, Toronto	Canadian Union of Public Empls. (CLC)	300	B
Northumberland and Newcastle Board of Education, Cobourg	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers Fed. (OTF)	605	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, Province-wide	Ont. Public Service Empls. Union (OPSEU) (CLC) (academic staff, librarians and counsellors)	5,450	B

Negotiations in Progress during May 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ontario Council of Regents of Colleges of Applied Arts and Technology, Province-wide	Ont. Public Service Empls.' Union (OPSEU) (CLC) (support staff empls.)	2,750	B
Ontario Government	OPSEU (CLC) (clerical services category)	9,740	ARB
Ontario Government	OPSEU (CLC) (general administration category)	4,825	ARB
Ontario Government	OPSEU (CLC) (general operational services category)	5,330	ARB
Ontario Government	OPSEU (CLC) (institutional care and correctional services category)	9,355	ARB
Ontario Government	OPSEU (CLC) (maintenance services category)	6,010	ARB
Ontario Government	OPSEU (CLC) (office services category)	7,455	ARB
Ontario Government	OPSEU (CLC) (scientific and professional category)	3,555	ARB
Ontario Government	OPSEU (CLC) (technical services category)	5,380	ARB
Ontario Housing Corp., Toronto	CUPE (CLC)	650	ARB
Ontario Malleable Iron Co. Ltd, Oshawa	Steelworkers (AFL-CIO/CLC)	200	WS
Ontario Masonry Industry Employers Council	Bricklayers (AFL-CIO/CLC)	4,000	CO
Oshawa General Hospital	CUPE (CLC)	409	B
Otaco Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	400	B
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (OTF)	1,630	B
Ottawa-Carleton Regional Transit Commission, Ottawa**	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,000	B
Ottawa City Corporation	Fire Fighters (AFL-CIO/CLC)	500	B
Ottawa City Corporation	Police Assn. (Ind.)	685	B
Ottawa City and Ottawa-Carleton Regional Municipality, Ottawa	CUPE (CLC)	3,870	B
Ottawa Civic Hospitals and other hospitals, Province-wide	CUPE (CLC) (non-medical empls.)	15,395	CO

** Federal jurisdiction

Negotiations in Progress during May 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ottawa Roman Catholic School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens	1,515	B
Peel County Board of Education	CUPE (CLC) (office and clerical)	400	B
Peel County Board of Education	Caretakers Assn. (Ind.)	360	B
Peel County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	2,350	B
Peel County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,650	B
Peel Memorial Hospital, Brampton	Service Empls. (AFL-CIO/CLC)	215	B
Peterborough County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	550	B
Port Arthur Shipbuilding Co., Thunder Bay	Steelworkers (AFL-CIO/CLC)	220	CO
Port Weller Dry Docks Ltd., Port Weller	Electrical Workers (IBEW) (AFL-CIO/CLC)	500	B
Procor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	206	B
Provincial Schools Authority, Province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	710	B
RCA Ltd., Prescott	Electrical Workers (IUE) (AFL-CIO/CLC)	605	B
RCA Limited, Smith Falls	Electrical Workers (IUE) (AFL-CIO/CLC)	320	B
Reed Ltd., Dryden	Paperworkers (CLC) and Operating Engineers (AFL-CIO/CLC)	1,200	CO
Reed Packaging Ltd. (Corrugated Div.), Toronto	Printing and Graphic Union (AFL-CIO/CLC)	300	B
Renfrew County Board of Education, Pembroke	CUPE (CLC)	205	CO
Rotor Electric Company Ltd., Toronto	Steelworkers	243	B
Royal York Hotel, (C.P. Hotels), Toronto	Hotel Empls. (AFL-CIO/CLC)	870	B
Rubbermaid Canada, Mississauga	Auto Workers (CLC)	200	B
St. Catharines City Corporation (Arena, City Hall, Parks and Recreation and Works Dept.)	CUPE (CLC) (equipment operators, maintenance and service empls.)	200	CO

Negotiations in Progress during May 1976 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
t. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Service Empls. (AFL-CIO/CLC)	360	B
t. Mary's of the Lake Hospital, Kingston	St. Mary's of the Lake Empls. Assn.	220	B
ault Ste. Marie Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	409	ARB
avage Shoes Ltd., Plant #7, London	Shoe Workers (AFL-CIO/CLC)	250	CO
Scarborough Public Utilities Commission (Hydro, Water & Garage), Scarborough	Electrical Workers (IBEW) (AFL-CIO/CLC)	220	B
Silverwood Dairies Ltd., Toronto	Canadian Union of Operating Engineers	250	B
Simcoe County Board of Education, Barrie	CUPE (CLC) (maintenance & service empls. and bus drivers)	320	CO
Simcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,200	B
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	805	B
Stanton Pipes Ltd., Hamilton	Steelworkers	220	CO
Steeplejack and Masonry Restoration Contractors Association, Province-wide	Plasterers (AFL-CIO/CLC)	220	PCB
Steinberg Ltd., Southern Ontario	Foodworkers (AFL-CIO/CLC) (retail, food empls., full-time and part-time)	4,500	B
Sterling Drug Ltd., Aurora	Oil Workers (AFL-CIO/CLC)	200	MED
Stormont, Dundas and Glengarry Counties Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (OTF)	560	MED
Sunbeam Corp. (Canada), Ltd., Etobicoke	Canadian Labour Congress-Directly Chartered	375	CO
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	665	B
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (OTF)	905	B
Sunnybrook Hospital and other hospitals, Toronto and other centres	Service Empls. (AFL-CIO/CLC)	8,000	CO

Negotiations in Progress during May 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
TRW Canada, United-Carr Division, Brantford	Employees Assn. (Ind.)	200	B
Terrazzo, Tile and Marble Guild of Ontario	Bricklayers and Allied Craftsmen	1,400	CO
Thunder Bay City Corporation	Service Empls. (AFL-CIO/CLC)	318	B
Thunder Bay City Corporation	CUPE (CLC) (drivers, main- tenance empls. and equip- ment operators)	450	CO
Thunder Bay City Corporation	CUPE (CLC) (office, cler- ical, technical empls.)	300	CO
Toronto and District Excavators	Operating Engineers (AFL- CIO/CLC)	500	CO
Toronto and District Marble Tile and Terrazzo Contractors Association	Terrazzo Workers (AFL-CIO/ CLC)	200	CO
Toronto City Corporation	Fire Fighters (AFL-CIO/CLC)	1,305	B
Toronto Cloak Manufacturers Assn., Toronto	Ladies Garment Workers (AFL-CIO/CLC)	800	B
Toronto Construction Association, (General Contractors Section)	Plasterers (AFL-CIO/CLC)	500	CO
Toronto Construction Association (General Contractors Section), Heavy and Commercial Construction)	Teamsters (Ind.)	800	B
Toronto Form Work Association, Ontario	International Operating Engineers (AFL-CIO/CLC)	200	PCI
Toronto General and other hospitals, Toronto and other centres	OPSEU (CLC) (paramedical empls.)	2,000	B
Toronto Hebrew Master Bakers Assn.	Bakery Workers (AFL-CIO/CLC)	200	CO
Toronto Masonry Contractors Assn.	Bricklayers (AFL-CIO/CLC)	600	B
Toronto Masonry Contractors Assn.	Bricklayers (AFL-CIO/CLC)	1,000	B
Toronto Spring Manufacturers	Steelworkers (AFL-CIO/CLC)	350	CO
Toronto Star	Newspaper Guild (AFL-CIO/CLC)	1,650	MED
Toronto Transit Commission, Toronto	Transit Union (AFL-CIO/CLC)	6,380	B
Union Carbide Canada, Ltd., Lindsay	Printing and Graphic Union (AFL-CIO/CLC)	373	B
Union Gas Ltd., Southwestern Ontario	Chemical Workers and Oil Workers (AFL-CIO/CLC)	1,090	WS
Uniroyal Ltd., Kitchener and Guelph	Rubber Workers (AFL-CIO/ CLC)	500	WS
University of Toronto, Toronto	Service Empls. (AFL-CIO/CLC) (non-teaching empls.)	750	B

Negotiations in Progress during May 1976 covering 200 or More Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
University of Windsor, Windsor	CUPE (CLC) (maintenance empls.)	224	B
Utility Contractors Association of Ontario	Labourers (AFL-CIO/CLC)	600	CO
Victoria Hospital, London	Office Empls. (AFL-CIO/CLC)	300	CO
Victoria Hospital and other hospitals, London and area	Service Empls. (AFL-CIO/CLC) (non-medical empls.)	2,245	ARB
Waterloo County Board of Education, Kitchener	Non-Academic Staff Assn. (Ind.)	220	B
Waterloo County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,430	B
Waterloo County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	975	B
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	715	B
Waterloo Regional Police	Police Assn. (Ind.)	398	B
Weldwood of Canada Ltd., (Longlac Plywood Div.), Longlac	Carpenters (AFL-CIO/CLC)	360	B
Welland County General Hospital	Service Empls. (AFL-CIO/CLC)	302	B
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens (OTF)	600	B
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ontario and Ont. Public School Men Teachers Fed. (OTF)	700	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	510	B
Wentworth County Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	535	MED
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	500	MED
Westeel-Rosco Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	320	B
Windsor Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	740	ARB

Negotiations in Progress during May 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'r Stage
Windsor City Police (Unit A)	Police Assn. (Ind.)	340	B
Windsor Metropolitan General Hospital	Service Empls. (AFL-CIO/CLC)	210	B
Windsor Western Hospital Centre	Service Empls. (AFL-CIO/CLC)	440	B
York Borough Corporation (Works, Parks and Recreation Depts.)	CUPE (CLC)	293	B
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teach- ers' Fed. (OTF)	1,200	B
York County Board of Education	Ont. Secondary School Teach- ers Fed. (OTF)	910	B
York University, Toronto	Graduate Assistants (Ind.)	2,000	B
York University, Toronto	York University Staff. Assn. (Ind.)	1,000	CO

More Than One Province

Bell Canada, Quebec and Ontario**	Communication Workers of Canada (CLC) (craft and service empls.)	14,480	B
Burns Foods Ltd., Ont., Man., Sask., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	1,900	CO
C.I.P. Containers, Pointe-aux- Trembles, Que. and Burlington, London, Markham and Rexdale, Ont.	Chemical Workers (AFL-CIO/ CLC)	1,200	B
Canada Packers Ltd. and Wilsil Ltd., P.E.I., Que., Ont., Man., Sask., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	5,500	CO
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Merchant Service Guild (CLC) Seafarers and Marine Officers (AFL- CIO/CLC) (unlicensed personnel, deck and marine officers)	3,000	PCB
Dominion Stores Ltd., Hull, Que., Toronto, and other centres, Ont.	Retail, Wholesale Empls. (AFL-CIO/CLC) (full- time and part-time empls.)	10,000	B
Dominion Stores Ltd., Northern Ontario and Quebec centres	Retail, Wholesale Empls. (AFL-CIO/CLC) (full- time and part-time empls.)	1,025	B

** Federal jurisdiction

Negotiations in Progress during May 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
SW Ltd., London, Ont. and Montreal, Que.	Steelworkers (AFL-CIO/CLC)	1,500	B
Government of Canada (Treasury Board)**	Assn. of Postal Officials (Ind.) (postal super- visors)	3,580	B
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (AFL-CIO/CLC) (printing operations group - non-supervisory empls.)	1,240	B
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,440	B
Government of Canada (Treasury Board)**	Professional Institute of the Public Service of Canada (PIPS) (Ind.) (biological sciences group)	735	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,410	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (defence scientific support group)	510	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	505	CB
Government of Canada (Treasury Board)**	PIPS (Ind.) (translation group)	980	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	555	MED
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administration services group)	4,240	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, super- visory and non-supervisory)	13,190	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	815	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (office equip- ment operations group)	685	B
Government of Canada (Treasury Board)**	PSAC (CLC) (operational group, heating and power and stationary plant empl.)	3,130	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,230	ARB

** Federal jurisdiction

Negotiations in Progress during May 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'r Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (secretarial, stenographic and typing group)	12,500	B
House of Seagrams (Various Distilleries), N.B., Que., Ont. and Man.	Distillery Workers (AFL-CIO/CLC)	1,100	B
Motor Transport Industrial Relations Bureau, Que. and Ont.**	Teamsters (Ind.)	1,350	CO
National Research Council, Canada-wide**	PIPS (Ind.) (research officer and research officer council grades)	660	CB
Northern Telecom, Ltd., N.S., N.B., Que. and Ont.	Unit 2, Canadian Union of Communication Workers (Ind.)	600	CO
Railway Assn. of Canada (CN, CP Rail, CN and CP Rail jointly owned companies and other companies), system-wide**	Associated Railway Unions (CLC and AFL-CIO/CLC)	95,620	CB

Definitions of Codes for Negotiation Stages

B	-	Direct Bargaining
CO	-	Conciliation
CB	-	Conciliation Board
MED	-	Mediation
PCB	-	Post Conciliation Bargaining
ARB	-	Arbitration
WS	-	Work Stoppage
B/WS	-	Bargaining After a Work Stoppage
F	-	Fact Finder
(R)	-	(R) -Following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

** Federal jurisdiction

Collective Bargaining Agreements Covering 200
or More Employees Expiring in June 1976

Company and Location	Union	No. of Empls.
me Paper Prods. Co., Div. of Gulf Pulp, Toronto	Printing and Graphic Union (AFL-CIO/CLC)	400
arlton Cards, Toronto	Employees Assn. (Ind.)	410
anadian Pneumatic Control Contrs. Assn., Province-wide	Plumbers (AFL-CIO/CLC)	275
anadian Trailmobile Factory & Serv. Br., Brantford	Auto Workers (CLC)	650
roven Ltd., Whitby	Auto Workers (CLC)	200
ominion Stores K-Mart Plaza, Part-time, Intercity	Retail Clerks (AFL-CIO/CLC)	206
ominion Stores Ont. Master Agrt., Intercity	Retail Wholesale Empls. (AFL-CIO/CLC)	10,500
ominion Stores Warehouse, Toronto	Retail Wholesale Empls. (AFL-CIO/CLC)	600
omter Packaging Corrugated Containers, Etobicoke	Chemical Workers (AFL-CIO/CLC)	352
Durham Regional Munic, Durham Region	Canadian Union of Public Empls. (CLC)	202
MC of Canada, Mtrl. Handlg. & Transm. Div., Toronto & Pickering	Steelworkers (AFL-CIO/CLC)	212
Gillies Brothers & Co., Braeside	Woodworkers (AFL-CIO/CLC)	222
Globe & Mail, Editorial Dept., Toronto	Newspaper Guild (AFL-CIO/CLC)	224
Great A & P Co. of Canada, Province-wide	Foodworkers (AFL-CIO/CLC)	1,757
Great A & P Co. of Canada, Part-time	Foodworkers (AFL-CIO/CLC)	4,831
Halton County Board of Educ., Halton County	Canadian Union of Public Empls. (CLC)	204
Knechtel Furniture, Hanover	Woodworkers (AFL-CIO/CLC)	230
Monsanto Canada, Woodbridge	Clothing and Textile Workers Union (AFL-CIO/CLC)	300
Motor Transp. Indusl. Rel. Bur. Car Carrier, Province-wide	Teamsters (Ind.)	800
Otaco Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	400
Peel County Board of Educ., Mississauga	Canadian Union of Public Empls. (CLC)	402
Peel County Board of Educ., Peel County	Employees Assn. (Ind.)	352
Peterborough Civic Hosp., Peterborough	Canadian Union of Public Empls. (CLC)	294
Rotor Electric Co., Toronto & Vaughan Twp.	Steelworkers (AFL-CIO/CLC)	350
Rubbermaid Canada, Mississauga	Auto Workers (CLC)	200

Collective Bargaining Agreements Covering 200 or More
Employees Expiring in June 1976 (Cont'd)

Company and Location	Union	No. of Empls.
Sklar Furniture, Peppler Div., Hanover	Woodworkers (AFL-CIO/CLC)	3
Steinbergs Ltd., Central & Western Ontario	Foodworkers (AFL-CIO/CLC)	4,0
Toronto Cloak Mfrs. Assn., Toronto	Ladies Garment Workers (AFL-CIO/CLC)	8
Toronto Metropolitan RCSS Bd., Toronto	Canadian Union of Public Empls. (CLC)	5
Toronto Transit Commission, Toronto	Transit Union (AFL-CIO/CLC)	6,3
Treasury Bd. of Cda, Econ. Soc. & Stats Group, Province-wide	Professional Institute (Ind.)	1,3
Treasury Bd. of Cda., Eng. & Sci. Support Group, Province-wide	Public Service Alliance (CLC)	2,5
Treasury Bd. of Cda., Htng. Pwr. Stnry. Non-S, Province-wide	Public Service Alliance (CLC)	2,8
Treasury Bd. of Cda., Htng, Pwr. Stnry. Supv., Province-wide	Public Service Alliance (CLC)	6
Treasury Bd. of Cda., Scientific Res. Grp., Province-wide	Professional Institute (Ind.)	1,1
TRW Canada, United-Carr. Div., Brantford	Employees Assn. (Ind.)	3
Union Carbide Canada, Lindsay	Printing and Graphic Union (AFL-CIO/CLC)	3
University of Toronto, Toronto	Service Empls. (AFL-CIO/CLC)	7
University of Windsor, Windsor	Canadian Union of Public Empls. (CLC)	2
Westeel-Rosco Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	3

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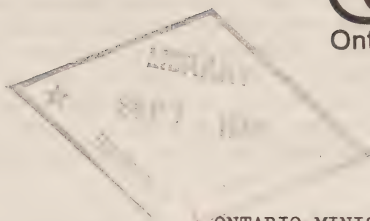


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ONTARIO MINISTRY OF LABOUR
TORONTO

/// COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
JUNE 1976

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in June 1976 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries, the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. The note is included only when it is specifically stated in the settlement. That note is not extended to settlements that do not specifically refer to the Anti-Inflation Board, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in June 1976 on settlements which were reported previously. The list includes only those rulings, which have come to the attention of the Ministry, and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlement.

The third section lists the negotiations underway in June 1976. Letter codes have been used to indicate the stage of the negotiations, and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in July 1976.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

July 27, 1976

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Highlights

Distillery Workers Settlement. Hourly employees at two Ontario distilleries owned by the House of Seagram Ltd. accepted in June the terms of a master agreement negotiated between the company and the Distillery Workers Union. The agreement, which covered a total of 1,035 employees at six Seagram plants in Ontario, Quebec, Manitoba and New Brunswick, contained two different options as regards general wage increases. Five of the six plants, including J. E. Seagrams in Waterloo, chose Option "A", providing a total increase of \$1.33 per hour over 3 years. The 300 workers at the remaining plant, Calvert of Canada (Amherstburg), chose Option "B", which included a lower wage increase of 95 cents per hour, but in return allowed for the introduction of pension plan improvements in two, rather than three, years. Both options provided for a 40 cents per hour COLA fold-in effective January 31, 1976. Part of the first-year increase will be withheld pending AIB approval, and the agreement allows plants choosing Option "A" to switch to Option "B", if they wish, following the AIB's decision. The new contract also includes a wage re-opener clause, allowing renegotiation of compensation provisions in the event of a change in the anti-inflation guidelines during the term of the agreement. Other features include a new early retirement policy, improved vacation provisions, and additional health and welfare benefits.

Toronto Star Settlement. Negotiations between The Newspaper Guild and The Toronto Star, prolonged by a dispute over the company's request for changes in the job transfer clause, resulted in a two-year agreement concluded in mid-June. The contract, worth \$61 over the 24 month term at the basic weekly salary of \$311.50, is retroactive to January 1, 1976. Overall increases amounted to 11 per cent up to a maximum of \$33 a week in the first year, and 8.13 per cent up to \$28 a week in the second. The agreement also gave the employer some flexibility in transferring employees from one job to another. The first year increases for the 1,400 employees in all departments, except those involved in the mechanical production of the newspaper, were patterned on a settlement with the pressmen's union reached last January through final offer selection arbitration. The latter agreement has been recently approved by the AIB.

Aluminum Settlements. Two agreements were concluded in mid-June between Alcan Canada Products, Kingston, and Local 343 of the Steelworkers (800 employees) and Local 54 of the Machinists (300 employees). One of the major issues in the negotiations for both contracts was the company's proposal for instituting a continuous 12-hour day, 7 days-a-week operation, which would add an extra two hours to the current 40-hour week. The unions finally agreed to the introduction of continuous operations for a trial period in one department of the plant.

Both of the new contracts provided for a wage increase of \$1.00 per hour over a two-year term, adding 11 per cent to the previous base rate of \$5.08 in the first year, and 8 per cent in the second year. There were some slight differences between the two contracts in the compensation for hours worked under the continuous operation arrangement. The company is currently negotiating with three unions (Steelworkers, Autoworkers, and Metal Foil Workers) for the renewal of eight more expiring contracts covering a further 1,000 employees in Ontario.

Construction Settlements. The Metro Toronto Sewer and Watermain Contractors' Association and the Toronto Heavy Construction Association reached settlements during June with Labourers' Local 183 after strikes of up to five weeks by 350 subway workers, 300 heavy construction and 1,000 sewer and watermain workers. The latter group also included members of Teamsters' Local 230. The estimated value of total wage and benefit package increases was 32 per cent (\$2.79 per hour) for sewer and watermain employees on tunnel work, and 28 per cent (\$2.46 per hour) for heavy construction labourers, in 2-year contracts. One of the major issues in dispute was the union proposal for a shorter work week. The final settlements included reductions in weekly hours of work, as well as increased vacation pay and welfare contributions. In addition the unions also won new contract conditions which included a guarantee of rehiring workers following recovery from injuries, the right to file grievances and to arbitrate over demotions, suspensions and disciplinary measures. Similar monetary terms were included in contracts negotiated between the Metro Toronto Road Builders' Association and the Joint Council of the Labourers' Local 183 and Teamsters' Local 230, and between the Toronto General Contractors (Heavy and Commercial Construction) and Teamsters' Local 230.

The Masonry Industry Employers Council of Ontario and the Ontario Provincial Conference of the International Union of Bricklayers and Allied Craftsmen concluded a new two-year province-wide contract covering 4,100 tradesmen. Direct wage increases amounted to 16 per cent in the first year and 13 per cent in the second (\$2.80 per hour in the Toronto area). The two-year duration of the agreement represented a compromise between the union's desire for a one-year contract and the employers' preference for a three-year term. The Toronto and District Excavators' Association and Local 793 of the International Operating Engineers also signed a two-year agreement, covering 64 contractors and 250 employees, including increases of \$2.10 per hour payable in four stages. All of the agreements mentioned above are subject to scrutiny by the Anti-Inflation Board.

Railways Settlement. The sixteen-member Associated Railway Unions (ARU) and 11 rail companies, including Canadian National and Canadian Pacific Rail, reached an agreement in June based on a conciliation report prepared by Mr. Justice Emmett Hall. Settlement was achieved in two stages, the first

of which involved agreement, on March 2, on a number of improvements in a Job Security Agreement first negotiated in 1962, and applying to members of all unions except UTU. The memorandum of agreement for the new two-year contract covering wage increases was signed on June 30 by representatives of the 89,500 workers affected. The new agreement contained pay increases of 11 per cent in the first year, and 8.27 per cent in the second, plus a cost-of-living allowance payable in event of an increase in the CPI exceeding 8 per cent in the first year. Although the compensation increases in both years are slightly above the anti-inflation guidelines, the AIB have since approved the agreement. Negotiations are continuing for 5,000 members of the Brotherhood of Locomotive Engineers, who are bargaining separately from the ARU.

Union Gas Settlement. Four agreements, covering in total 1,110 employees, were concluded between Union Gas, and the Canadian Chemical Workers (CCWU) and the Oil, Chemical and Atomic Workers (OCAW). The new two-year contracts provided for increases of 12.2 per cent in the first year and 11.5 per cent in the second; part of the first-year increase has been withheld pending AIB review of the agreement. In addition the workers received a 1975 COLA fold-in of 25 cents, plus improvements in health, welfare and pension benefits, and in vacation provisions. Negotiations, which began in September 1975, were prolonged by the displacement of the International Chemical Workers by the CCWU in mid-March. The newly-formed union was certified by the Ontario Labour Relations Board to represent 385 former ICW members in seven Union Gas units; at the same time, a further 69 members of two ICW clerical units chose to join OCAW. Union attempts to obtain wage parity with gas industry workers across Canada also contributed to the prolonged negotiations, resulting in a series of rotating work stoppages as a protest against the delays in achieving settlement. The strikes ended in early June when the dispute was settled with mediation assistance.

School Board Settlements. A total of 18 major bargaining situations involving approximately 10,000 Ontario teachers were settled during June. Twelve of them were settled either at the bargaining stage or with mediation assistance renewing, for a 12-month term, existing agreements not scheduled to expire until August 31, 1976. Negotiated salary increases for 1976-77 generally ranged between 6 and 12 per cent, with most contracts also including increases in responsibility allowances and improvements in health and welfare benefits. The remaining 6 settlements were reached through arbitration (4) or mediation (2), and, with one exception, covered the whole or part of both the 1975-76 and 1976-77 school years.

The Kent County Board of Education and its 500 high school teachers agreed in late March to end a strike and lockout by submitting their contract dispute to voluntary binding arbitration. This represented the first such submission under

the terms of the Act passed in July 1975 governing teacher bargaining. The arbitration award, issued on June 21, 1976, gave salary increases averaging more than 30 per cent over a 12-month period from September 1, 1975. Part of the increase was held in abeyance pending review by the AIB. Back-to-work legislation introduced by the province ended secondary school teacher strikes in Sault Ste. Marie, Windsor and Kirkland Lake, and imposed compulsory arbitration. The 400 Sault Ste. Marie teachers received salary increases of 30 per cent for 1975-76, and 8 per cent for 1976-77. An arbitration award issued June 30, covering 740 Windsor Board of Education secondary teachers, reinstated a cost-of-living allowance resulting from an escalator clause in the previous contract but denied a board request for an increase in the pupil-teacher ratio. A 4 per cent wage increase retroactive to January 1, 1976 was granted, plus a \$250 cost-of-living adjustment on January 1, 1977 and a further \$150 adjustment on August 31, 1977, the last day of the contract. Compulsory arbitration was also used to effect a settlement affecting 96 Kirkland Lake teachers who, earlier in the year, had engaged in a 44-day strike, the longest teachers' strike in Ontario history. The arbitration award increased total compensation by an estimated 31.3 per cent in the first year and 11.2 per cent in the second, although the first year increase was subsequently reduced by 6 percentage points by the AIB.

The contract disputes between Wentworth County Board of Education and its 590 elementary and 412 secondary school teachers were settled, with mediation assistance, for 20-month terms. The two settlements were almost identical, with salaries increasing by almost 30 per cent retroactive to January 1, 1976, and by a further 8 per cent effective September 1. Both agreements are subject to AIB review.

Ontario Hospitals Settlement. A first attempt at province-wide negotiations for 2,800 medical technologists and technicians, represented by the Ontario Public Service Employees' Union, resulted in an agreement reached through the arbitration process. The old agreements with the 36 hospitals participating in the joint talks expired between June and December 1975. The arbitration award, handed down on June 23, standardized pay rates, working conditions and benefits for the whole group, and set a common expiry date for all agreements at December 31, 1976. Pay increases ranged between 8.8 per cent and 23.7 per cent, producing an average increase of 14.3 per cent over an average term of 18 months. Standardized hours of work were established at 37½ per week, 7½ per day, and a number of uniform benefit provisions were laid down, including paid vacations and holidays, and employer contributions to health and welfare plans. Employees at hospitals already providing above-standard benefits continue to retain those entitlements.

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June 1976 Settlements

FOOD AND BEVERAGE

Dare Food, Biscuit Division at Kitchener - Local 264, Bakery Workers (AFL-

CIO/CLC): A 22½ month renewal agreement effective from June 13, 1976 to April 30, 1978, covering 250 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/76</u>	<u>May 1/77</u>
	General Increases	65¢*	50¢
	Packer	\$4.51 (\$3.86)	\$5.01
	Machinist	\$5.73 (\$5.08)	\$6.23

Note: Increases are subject to approval by the Anti-Inflation Board. 40¢ is payable immediately.

Lead Hand Premium: Effective June 13, 1976, 25¢ (22¢) per hour.

Shift Premiums: Effective June 13, 1976, 0-16¢-16¢ (0-12¢-12¢).
Effective May 1, 1977, 0-17¢-17¢.

Paid Holidays: Effective May 1, 1977, one floating day added for a total of 11 (10) days.

Paid Vacations: Effective June 13, 1976, 5 weeks after 23 (30) years of service. Effective May 1, 1977, 5 weeks after 22 years.

Welfare: OHIP - Employer pays 100% of cost of premiums plus 100% (50%) of cost of any increases.

Safety Shoe Allowance: Effective June 13, 1976, \$12 (\$5) per year.

Tool Allowance: \$20 (\$15) per year.

Nabisco Limited, Christie's Bread Division at Toronto - Local 426, Bakery Workers (AFL - CIO/CLC) : A 24-month renewal agreement effective from April 1, 1976 to March 31, 1978, covering 250 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/76</u>	<u>Apr. 3/77</u>
	General Increases	65¢*	50¢
	General Help	\$5.64 (\$4.99)	\$6.14
	Oven Operator	\$6.50 (\$5.85)	\$7.00

* Note: Increases are subject to approval by the Anti-Inflation Board.

Paid
Vacations: Effective April 1, 1976, 6 weeks after 30 years of service.
(new)

Toronto Hebrew Master Bakers Association - Local 181, Bakery Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1976 to April 30, 1978, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/76</u>	<u>May 1/77</u>
	General Increases	10%	6%
	Cake Baker Third Hand	\$5.59 (\$5.08)	\$5.93
	Bread Baker First Hand	\$6.16 (\$5.60)	\$6.53

Welfare: Life Insurance, Major Medical Plan (includes Drugs) - Employer contributes 16¢ (10½¢) per hour to the National Welfare Fund, which provides coverage for life insurance and major medical plan.

Pension Plan: Effective May 1, 1977 employer contributes \$10.30 (\$9.00) per week to the Pension and Fringe Benefit Fund.

The House of Seagram Ltd. in Amherstburg and Waterloo, Ont.; LaSalle and Beaupré, Qué.; Richibucto, N.B.; and Gimli, Man. - Distillery, Rectifying Wine and Allied Workers' Union (AFL-CIO/CLC) (plant employees and security guards):
A 36-month renewal agreement effective from Feb. 1, 1976 to Jan 31, 1979, covering 1,035 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	Feb. 1/76	Feb. 1/77	Feb. 1/78
General Increases (Option "A")*		65¢	35¢	33¢
General Help		\$6.43 (\$5.78)	\$6.78	\$7.06
Maintenance Class "A" (includes Electrician)		\$7.31 (\$6.66)	\$7.66	\$7.99

Previous rates include a 2¢ per hour increase effective Sept. 13, 1975 to cover an increase in Long Term Disability premium and a 40¢ per hour COLA fold-in effective Jan. 31, 1976.

*The general increases shown above (Option "A") apply to all plants except Amherstburg. Employees at Amherstburg chose Option "B": Increases of 41¢ per hour on Feb. 1, 1976, 9¢ on Feb. 1, 1977 and 45¢ on Feb. 1, 1978 and total pension plan improvements in two years rather than three.

After the Anti-Inflation Board decision the plants choosing Option "A" may decide on Option "B" in order to obtain the total pension plan in two years instead of three years.

Richibucto Rates - An adjustment has been made to the Richibucto wage schedule that will bring their structure to a 40¢ difference with similar jobs in the master contract in the first year of the agreement. An additional 10¢ per hour adjustment over the general wage increase will be made in the second and third years of the agreement.

Holdback: Pending the AIB decision a general increase of 33¢ per hour will come into effect, applied retroactively on all paid time from Feb. 1, 1976. An additional 32¢ per hour from February 1st will be put into escrow and any amount permitted by the AIB plus interest on the total amount will be paid when the Board's decision is reached.

Wage Reopener: If the AIB Guidelines are modified or lifted during the term of the agreement, the Union and the Company have agreed to renegotiate compensation in the agreement. If the Guidelines are lifted in the 3rd year of the agreement, the parties have agreed to renegotiate wages and the term of the contract.

Cost of Living Allowance: Provision will remain dormant while prohibited by AIB guidelines.

Leadhand Differential: Foreladies will now receive the same differential as Foremen.

Paid Vacation: 2 weeks after 1 year, 3 after 5, 4 after 15 and 5 after 20 (unchanged).

Effective in 1977, 6 weeks after 25 years (new). Applies to all plants except Amherstburg which gets an extra week's vacation at Christmas.

Health and Welfare: Employer's Contribution - The Company has agreed to pay the increased cost of benefits which has risen by approximately 10%.

Weekly Indemnity - The employer will pay the premium cost to cover mental and nervous disorders.

Long Term Disability - Benefit increased to \$400 (\$350) per month.

Semi-Private Hospital Coverage - Has been made uniform by including Amherstburg.

Early Retirees - Effective Feb. 1, 1977 will be covered for semi-private hospital, prescription drugs and OHIP premiums in Ontario.

Pension Plan: The new plan will provide:

- a) Increased benefit in Early Retirement feature.
- b) Guarantee that past service benefits in new plan will not be less than previous plan.
- c) Credited Service calculated back to date of hire.

Improvement in each year of contract, except Amherstburg which gets total improvement in 2nd year of contract.

Meal Allowance: \$4 (\$2.50).

Safety Equipment: Employer will now pay the full cost of safety shoes and prescription safety glasses. (Previously employer paid half the cost of safety shoes up to 2 pairs per year and half the cost of prescription safety glasses up to a limit of 1 pair per year.)

LEATHER

Savage Shoes (1970) Limited (Plant No. 7) at London - Local 300, United Shoe Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1976 to March 31, 1978, covering 206 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 5/76</u>	<u>Apr. 4/77</u>
	General	22¢	22¢
	Increases		
	Cost-of-Living	10¢	
	Fold-In		
	Group D	\$2.91-\$3.31	\$3.13-\$3.53
	(includes	(\$2.59-\$2.99)	
	Sweeper)		
	Group A	\$3.56-\$3.96	\$3.78-\$4.18
	(includes	(\$3.24-\$3.64)	
	Utility-Senior)		

Probationary period is 2 months. Employees receive an increase of 10¢ every 3 months until maximum rates are reached.

Shift Premiums: 0-15¢-15¢ (0-10¢-15¢).

Cost-of-Living Allowance: 1¢ per hour per 1.0 change (2¢ per hour per 2.0 change) in the Consumer Price Index (1971=100) (previously 1961=100) above the base 152.0 (161.0), to be adjusted semi-annually.

Paid Holidays: Easter Monday is added for a total of 10 (9).

Paid Vacations: 3 weeks after 8 (9) years.

Vacation pay of 7% (new) after 15 years, 8% after 20 (21) years, 9% (new) after 25 years and 10% after 34 years (previously 10% after 35 years, payable on that year only).

Welfare: Life Insurance - \$5,000 for employees with dependents and \$2,500 for employees with no dependents (previously \$4,000 for male employees and \$2,000 for female employees).

Life Insurance for Retirees - \$1,250 or \$625, depending on coverage prior to retirement

Weekly Indemnity Plan - Benefits of 66 2/3% of weekly earnings up to a maximum of \$133 (\$100) per week, payable on a 1-4-13 basis. Plan is combined with Unemployment Insurance Plan to cover the waiting period before unemployment benefits are payable and to continue after they are exhausted.

OHIP - Employer contributes \$27 (\$20) per month for dependent coverage and \$13.50 (\$9) per month for single coverage.

PRINTING, PUBLISHING AND ALLIED

Toronto Star Ltd. at Toronto - Local 87, Newspaper Guild (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1977 covering 1,400 employees, settled at the mediation stage. Duration of negotiations - 8 months.

Wages:	Effective	Jan. 1/76	Jan. 1/77
	Increases	11% to maximum of \$33 per week	8.13% to maximum of \$28 per week
	Various inequity and skilled trade adjustments	Majority received \$5 per week	

NOTE: Rates were unchanged for piece work operations (part employees in distribution section).

Weekly Rates

Junior Clerk (Group 8)	\$150.31 - \$181.88 (\$135.41 - \$163.86)	\$162.53 - \$196.67
District Representative (non-supervisory key rate) (Group C)	\$205.92 - \$344.50 (\$185.51 - \$311.50)	\$222.66 - \$372.50
Reporter (Group 3)	\$254.93 - \$375.00 (\$229.67 - \$342.00)	\$275.66 - \$403.00

Health and
Welfare:

Weekly Indemnity - To be eligible for a second period of coverage for the same illness, employee must have been back at work for at least 6 (3) months.

Pension Plan:

Effective Jan. 1, 1977, the base year for calculating earnings will be moved from 1967 to 1972.

Mileage Allowance:

If the price of gas at the delivery dock increases by 10¢, the mileage allowance will increase by 5/8¢ from the current rate of 18.5¢. If the price decreases by 10¢, there will be a decrease of 5/8¢ in the allowance.

Jury Duty:

If an employee is absent from work for more than half a shift he will not be required to return to work for the balance of the shift and will not suffer loss of pay.

Technological
Change:

Transfer clause modified (details unavailable at time of publication).

PRIMARY METALS

Canron Limited at Hamilton - Locals 2940 and 4213, Steelworkers (AFL-CIO/CLC):
A 24-month renewal agreement effective from May 1, 1976 to April 30, 1978, covering 330 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	May 1/76	May 1/77
	General Increase	46¢*	20¢
	COLA Fold-in	30¢	
	Job Class Increments	11¢ (10¢)	12¢
	Labourer	\$5.56 (\$4.79)	\$5.77
	Electrician (Class 16)	\$7.10 (\$6.19)	\$7.45

*Increases are subject to approval by the Anti-Inflation Board.

Cost-of-Living Allowance: 1¢ per hour per .3 (.5) increase in the Consumer Price Index (1971=100), to be adjusted quarterly.

Shift Premiums: 0-24¢-24¢ (0-22¢-22¢).

Paid Vacations: 3 weeks at 8% (new) after 12 years of service.

Safety Shoe Allowance: \$18 for first pair of safety shoes, \$14 for second pair. (Previously \$12 per pair to a maximum of \$24 per year.)

Alcan Canada Products Ltd. at Kingston - Local 343, United Steelworkers of America (AFL-CIO/CLC) (production employees) and Local 54, International Association of Machinists and Aerospace Workers (AFL-CIO/CLC) (maintenance, die shop employees):
Two 24-month renewal agreements effective from May 18, 1976 to May 17, 1978, covering 1,100 employees, settled at the mediation stage. Duration of negotiations - 4 months.

Wages:	Effective	May 18/76	May 18/77
	General Increases	55¢	45¢
	General Labour	\$5.63 (\$5.08)	\$6.08
	Machinist "A"	\$7.355 (\$6.805)	\$7.805

* Note: The number of labour grades for maintenance and die shop employees has been reduced from 17 to 10. The 15 labour grades on the production side remain unchanged.

Hours of Work: The work week has been advanced 8 hours to commence at midnight Sunday and end at midnight Friday (previously, 8:00 a.m. Monday to 8:00 a.m. Saturday).

Shift Premium: 0-23¢-27¢ (0-20¢-25¢).

Meal Allowance: \$2.50 (\$2).

METAL FABRICATING

Associated Springs, Barnes Group at Hamilton - Local 175, Canadian Springmaker Union (NCCL): A 24-month renewal agreement effective from April 1, 1976 to March 31, 1978, covering 219 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Apr. 1/76	Apr. 1/77
	General Increases	55¢	40¢
	Cost-of-Living Fold-In	63¢	
	Additional Adjustments	2% for Light Production Workers Dept. 232	
	General Labour	\$5.67 (\$4.49)	\$6.07
	Tool and Die Maker	\$7.37 (\$6.19)	\$7.77

Cost-of-Living Allowance: 1¢ per hour per 0.4 change (1¢ per hour per 0.5 change) in the Consumer Price Index (1971 = 100) (previously 1961 = 100), to be adjusted quarterly. Note: If there is a differential when compared to the old basis, the amount payable will be adjusted upward.

Shift Premiums: 0 - 25¢ - 30¢ (0 - 18¢ - 20¢).

Paid Holidays: Heritage Day is added for a total of 13 (12).

Paid Vacations: Effective April 1, 1977, 5 weeks after 22 (25) years. Increase in vacation pay of 0.5% for employees with 10 years of service or more.

Bereavement Leave: One day's paid leave granted upon death of grandparent, brother-in-law and sister-in-law (new).

Welfare: Life Insurance - \$10,000 for all employees (previously \$7,000 - \$8,000 based on earnings).

Life Insurance for Retirees - \$2,000 (\$1,500).

Extended Health Care Plan - Deductibles of \$10 for single coverage, and \$20 for family coverage eliminated.

Dental Plan - Employer pays 50% of the premiums for a new dental plan. Effective April 1, 1977, employer pays 75% of the premiums.

Safety Shoe Allowance: Employer contributes \$15 toward the cost of 1 pair of Safety Shoes per year (new)

Safety Glasses: Employer contributes \$25 toward the cost of Safety Glasses.

Pension Plan: \$7.75 (\$7.00) per month per year of service. Effective April 1, 1977, \$8.50 per month per year of service.

Long Manufacturing Division, Borg-Warner (Canada) Limited at Cambridge - Local 2330, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from May 5, 1976 to May 4, 1978, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	May 5/76	May 5/77
General Increases		8%*	7.8%
Cost-of-Living Fold-In		47¢	
Group 1 (includes Machine and Production)		\$4.11 (\$3.30)	\$4.45
Group 17 (Electrician)		\$6.56 (\$5.60)	\$6.90

*Note: Increases are subject to approval by the Anti-Inflation Board.

Cost-of-Living Allowance: 1¢ per hour per 0.35 (0.5) change in the Consumer Price Index (1961=100), after an increase of 8% in the first year and 6% in the second year.

Paid Holidays: Heritage Day is added for a total of 13 (12).

Bereavement Leave: Grandchild included in 1 day's paid leave to attend funeral

Welfare: Weekly Indemnity Plan - Benefits of 66 2/3% of weekly earnings up to UIC maximum (same), payable on a 1-6-26 (1-8-15) basis in the first year and a 1-4-26 basis in the second year.

TRANSPORTATION EQUIPMENT

AP Parts of Canada Limited at Rexdale - Local 252, Auto Workers (CLC): A 12-month renewal agreement effective from May 3, 1976 to May 2, 1977, covering 375 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 3/76</u>
	General	60¢*
	Increases	
	Additional	20¢ for skilled trades;
	Adjustments	5¢-9¢ inequity adjustments for some other classifications
	Utility Man	\$5.45 (\$4.85)
	Electrical General	\$6.51
	Maintenance & Machine	(\$5.71)

*Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premiums: 0-14¢-20¢ (0-12¢-18¢).

Paid Vacations: 4 weeks after 15 (16) years.

Welfare: Weekly Indemnity Plan - Effective July 1, 1976, benefits increase to \$110 (\$100) per week, payable, as previously, on a 1-1-4-39 basis.

Extended Health Care Plan - Effective July 1, 1976, plan covers semi-private hospitalization.

Dental Plan - Effective March 1, 1977, employer pays 100% of the premiums for a new basic dental plan - Blue Cross No. 7.

Safety Shoe Allowance: Employer contributes \$7.50 (\$5.00) per year.

Port Arthur Shipbuilding Company, Division of Canadian Shipbuilding and Engineering Limited, Thunder Bay - Local 5055, Steelworkers (AFL-CIO/CLC): A 27-month renewal agreement effective from April 1, 1976, to June 30, 1978, covering 220 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/76</u>	<u>Apr. 1/77</u>	<u>Apr. 1/78</u>
General Increase		12%*	10%	4%
Helper		\$5.15 (\$4.60)**	\$5.67	\$5.90
Toolmaker "A"		\$6.43 (\$5.74)	\$7.07	\$7.35

*Note: Increases are subject to approval by the Anti-Inflation Board.

**Note: Previous wage rates include interim increases, totalling 70¢ during the term of the previous agreement.

Cost-of-Living Provision: Terms of the provision to be negotiated within 60 days of termination of Anti Inflation Act.

Shift Premiums: 0-30¢-30¢ (0-15¢-15¢).

Lead Hand Premium: 13¢ (9¢) per hour.

Charge Hand Premium: 25¢ (15¢) per hour.

Assistant Foreman Premium: 35¢ (22¢) per hour.

Paid Vacations: Effective April 1, 1976, 3 weeks at 6% after 7 years, 4 weeks at 8% after 15 years, 4 weeks at 9% after 20 years. (Previously 3 weeks at 6% after 10 years, and 3 weeks at 8% after 20 years with option of a fourth week of vacation time. Effective April 1, 1977, 4 weeks at 10% after 20 years.

Bereavement Leave: Brother-in-law and sister-in-law included in 1 day's paid leave to attend funeral. 3 (2) days' paid leave granted to attend funeral upon death of brother and sister.

Jury Duty Leave: Employer makes up the difference between fee for court witness duty and jury duty and regular pay.

Welfare: Life Insurance and A.D. and D. - Effective April 1, 1977, \$10,000 (\$5,000).

Life Insurance for Retirees - \$1,000.

Weekly Indemnity Plan - Effective July 1, 1976, benefits increase to \$100 (\$70) per week, payable on a 1-1-8-26 (1-8-26) basis.

OHIP - Employer pays 100% of cost of premiums for semi-private hospitalization for all employees and their dependents.

Pension Plan: \$3.50 per month per year of service for service after April 1, 1971. Employer contributes \$35,000 over the term of the agreement to cover cost of past service contribution. Employer contributes 8¢ (7¢) per hour per employee into pension fund.

Tool and Leather Allowance: 4¢ (2¢) per hour for designated employees to cover cost of supplying over \$150 (\$100) of tools.

Bonus for Welder Gouging: 25¢ per hour (new).

Safety Shoe Allowance: \$20 (\$10) per year.

Port Weller Dry Docks Ltd. at Port Weller - Local 680, Boilermakers and Local 303 International Brotherhood of Electrical Workers (AFL-CIO/CLC):
A 24-month renewal agreement effective from May 30, 1976 to May 28, 1978, covering 515 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	May 30/76	May 29/77
General Increases		10.5%	8%
Labourer		\$4.68 (\$4.24)	\$5.05
Machinist 1		\$6.30 (\$5.69)	\$6.80

Shift Premium: 0-25¢-50¢ (0-15¢-35¢)

Health and Welfare: Dental Plan (new) - Employer will pay 100% of the premium for a basic dental plan including endodontic and periodontal services.

ELECTRICAL PRODUCTS

General Signal Appliances Limited at Welland - Local 6753, Steelworkers (AFL-CIO/CLC): A 24 - month renewal agreement effective from April 1, 1976 to March 31, 1978, covering 200 employees, settled during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/76</u>	<u>Apr. 1/77</u>
	General	33¢-38¢	33¢
	Increases		
	Job Class 1	\$4.00	\$4.33
	(includes	(\$3.67)	
	Machine Operator-		
	Light)		
	Job Class 8	\$6.24	\$6.57
	(includes	(\$5.86)	
	Electrician)		

Shift Premiums: 0 - 20¢ - 20¢ (0 - 17¢ - 17¢).

Paid Holidays: One floating day, to be taken between Christmas and New Year's Day, is added for a total of 11 (10) days.

Paid Vacations: Effective July 1, 1976, 6 weeks (new) after 25 years of service.

Welfare: Life Insurance & AD and D - Effective July 1, 1976, \$12,000 (\$7,000-\$11,500 depending on hourly wages).

Weekly Indemnity Plan - Effective July 1, 1976, benefits increase to 66 2/3% of weekly earnings to a maximum of \$133 (\$113) per week payable on a 1 - 7 - 26 basis.

Life Insurance for Retirees - \$1,000 for employees who retire at age 65 or at age 55 (60) with 10 years of service.

Pension Plan: Effective April 1, 1977, \$5 (\$4) per month per year of service.

Sunbeam Corporation (Canada) Limited at Toronto - Local 24762, Federal Labour Union (CLC): A 24 - month renewal agreement effective from April 1, 1976 to March 31, 1978, covering 375 employees, settled at conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/76</u>	<u>Apr. 1/77</u>
General Increases		9.5% for incentive workers, 9.5% plus 25¢ for non-incentive workers	6.5% for incentive workers, 6.5% plus 15¢ for non-incentive workers
COLA Fold-in		6¢	
General Labourer		\$4.45-\$4.57 (\$3.75-\$3.86)	\$4.90-\$5.03
Toolmaker		\$6.43 (\$5.56)	\$7.01
Probationary period is 60 days. Maximum rates for General Labourer reached after 3 months.			
Shift Premiums:	0 - 25¢ - 30¢ (0 - 17¢ - 21¢).		
Paid Vacations:	3 weeks at 6% after 5 (8) years of service.		
Welfare:	<u>Life Insurance</u> - Effective July 1, 1976, \$5,000 - \$10,000 (\$2,000-\$7,500) depending on years of service. <u>Weekly Indemnity Plan</u> - Effective July 1, 1976, benefits increase to 66 2/3% of weekly earnings to a maximum of \$133 (\$105) per week. <u>Dental Plan</u> - Effective July 1, 1976, employer pays 100% of cost of premiums for new basic dental plan. Effective July 1, 1977 benefits will be expanded.		
Pension Plan:	Maximum pensions of \$100 (\$90) per month.		
Safety Shoe Allowance:	\$15 (\$9) per year.		

Ferranti-Packard Limited at Toronto - Local 525, Electrical Workers (U.E.) (CLC): A 12-month renewal agreement effective from April 18, 1976 to April 17, 1977, covering 268 employees, settled after a work stoppage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>Apr. 18/76</u>
General Increases		55¢
Additional Adjustments		10¢ for Labour Grade 12 and up
Cost-of-Living Fold-In		40¢

Group 4	\$5.30
(includes Yard	(\$4.35)
Labourer)	

Group 14	\$6.47
(includes Maintenance	(\$5.42)
Electrician A)	

Cost-of-Living Allowance: 1¢ per hour per 0.45 (0.5) change in the Consumer Price Index (1961=100), to be adjusted quarterly, up to a maximum of 25¢.

Shift Premiums: 0-23¢-25¢ (0-18¢-20¢).

Paid Holidays: One floating day is added for a total of 12 (11).

Paid Vacations: 3 weeks after 5 (6) years, 4 weeks after 15 (17) years and 5 weeks after 25 (28) years.

Welfare: Life Insurance - \$10,000 for all employees (previously \$9,000 for dependent coverage and \$7,000 for single coverage).

A.D. & D. - \$10,000 for all employees (previously \$4,500 for dependent coverage and \$3,500 for single coverage).

Life Insurance for Retirees - 25% of Life Insurance in force on the day before retirement (\$1,500).

Weekly Indemnity Plan - \$135 (\$90) per week, payable on a 1-4-26 basis.

OHIP - Employer contributes \$32 (\$22) for dependent coverage and \$16(\$11) for single coverage.

Long Term Disability Plan - Benefits of 66 2/3% (50%) of weekly earnings to a maximum of \$120 (\$80) per week.

Extended Health Care Plan - Plan covers room and board in a convalescent hospital to a maximum of \$11.20 (\$5.00) per day or \$450(\$300) per year. It also covers the services of a registered graduate nurse to a maximum of \$2,000(\$1,000) per year.

Pension Plan: \$7(\$6) per month per year of service from October 1, 1968. \$6.00(\$4.25) per month per year of service prior to October 1, 1968, excluding contributory pension plan period (1957-68).

Present retirees receive an additional \$10 per month.

Employees retiring at age 65 with 20 years' service receive minimum guaranteed pension of \$125(\$100) per month.

Bridge benefits of \$140 per month.

Benefits for employees who retire between ages 62 and 65 are reduced by 4%(6%) per year of early retirement and for employees who retire at age 61 or younger, by 6%.

McGraw-Edison of Canada Ltd. (Power Systems Division) at Scarborough - Local 7134, Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement, effective from May 15, 1976 to May 14, 1977, covering 270 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 15/76</u>
	General Increase	8%
	Packer and Loader	\$4.12-\$4.79 (\$3.82-\$4.44)
	Tool and Die Maker	\$5.71-\$6.56 (\$5.29-\$6.07)

Probationary period is 3 months. Employees receive 5¢ every 4 weeks until Day Work Normal Rate is reached (after 12 weeks), a Mid-Point Rate is reached after an additional 4 months and Maximum Rate is reached after an additional 3 months.

Shift Premium: 0-20¢-20¢ (0¢-18¢-18¢).

Safety Shoe Allowance: Employer pays \$10 (\$4) per pair of safety shoes.

Canada Wire and Cable Limited at Simcoe - Local 6187, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 20, 1976 to February 19, 1978, covering 239 employees, settled during a work stoppage with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Feb. 20/76</u>	<u>Feb. 21/77</u>
	General Increases	11%* on maximum rates	8½% on maximum rates
	Cost-of-Living Fold-In	16¢	
	Grade 2 (General Labour)	\$4.51-\$4.66 (\$3.90-\$4.05)	\$4.91-\$5.06
	Grade 12 (Electrician)	\$5.96-\$6.11 (\$5.21-\$5.36)	\$6.48-\$6.63

* Note: Increases are subject to approval by the Anti Inflation Board. 8% is payable immediately.

Cost-of-Living Allowance: Cost-of-Living provision is discontinued during 1976. If the Consumer Price Index (1971=100) rises by more than 8% between January 1976 and January 1977, the % increase in excess of 8% will be calculated as a % of the maximum rate for Labour Grade 7. The resulting cents per hour increase will become a cost-of-living allowance, effective February 21, 1977.

Shift Premiums: Effective June 6, 1976, 0-18¢-22¢ (0-16¢-20¢).

Paid Holidays: One floating day is added for a total of 11 (10).

Paid Vacations: 3 weeks after 4 (5) years, 4 weeks after 13 (15) years and 5 weeks (new) after 23 years.

Welfare: Life Insurance and A.D. & D. - Effective as soon as possible, \$7,000 (\$5,000) for Life Insurance and \$4,000 (\$3,000) for A.D. & D.

Weekly Indemnity Plan - Effective as soon as possible, benefits increase to \$100 (\$90) per week, payable on a 1-4-39 basis. Effective February 1, 1977, benefits increase to \$110 per week.

Dental Plan - Effective October 1, 1976, employer pays 75% of the premiums for a new basic dental plan.

Pension Plan: Basic benefit of \$4.80 (\$4.00) per month per year of service prior to November 20, 1970 and \$5.00 (same) for service thereafter.

NON-METALLIC MINERAL PRODUCTS

Canadian Carborundum Company Limited at Niagara Falls - Local 4151, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 26, 1976 to April 25, 1978, covering 300 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4½ months.

Wages:	Effective	<u>Apr. 26/76</u>	<u>Apr. 26/77</u>
General Increases		70¢	55¢
Job Increments		7¢ (6½¢) between job classifications	7½¢ between job classifications
Job Class 4 (includes General Labour)		\$5.125 (\$4.410)	\$5.690
Job Class 18 (includes Electrician)		\$6.105 (\$5.320)	\$6.740

Shift Premiums: 0-18¢-20¢ (0-13¢-15¢). Effective April 26, 1977, 0-20¢-22¢.

Continuous Shift Premium: 22¢ (17¢) per hour. Effective April 26, 1977, 24¢ per hour.

Welfare: Weekly Indemnity Plan - Benefits increase to \$120 (\$80) per week, payable on a 1-1-4-26 (7-7-26) basis.

Pension Plan: \$6.50 (\$5.50) per month per year of service. Effective April 26, 1977, \$7.00 per month per year of service. Restoration of service prior to age 30 and prior to 1959, for present employees

Safety Shoe Allowance: Employer contributes \$21 (\$7) toward the cost of one pair of safety shoes per year.

Meal Allowance: \$3.00 (\$2.50).

CHEMICAL AND CHEMICAL PRODUCTS

Union Carbide Canada Limited at Lindsay - Local 512, Printing and Graphic Union (AFL-CIO/CLC): A 24 - month renewal agreement effective from July 1, 1976 to June 30, 1978, covering 373 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	July 1/76	July 1/77
General Increases		48¢*	43¢*
Additional Adjustments		2¢ for top 3 maintenance classifications	2¢ for top 3 maintenance classifications
Operator		\$4.33-\$5.38 (\$3.85-\$4.95)	\$4.76-\$5.81
Electrician		\$5.80-\$6.88 (\$5.32-\$6.40)	\$6.23-\$7.31'

Probationary period is 12 weeks. Maximum rates for Wrapper Operator reached after 6- 12 months, depending on Operator classification.

*Note: Increases are subject to approval by the Anti-Inflation Board. 40¢ is payable immediately.

Shift Premiums: 0 - 23¢ - 23¢ (0 - 21¢ - 21¢). Effective July 1, 1977, 0 - 25¢ - 25¢.

Tool Allowance: \$40 (\$30) per year.

Meal Allowance: \$2.25 (\$2.00).

Sterling Drug Ltd, at Aurora - Local 9 - 435, Oil Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 6, 1976 to May 5, 1978 covering 200 employees, settled at the mediation stage. Duration of negotiations -3 months.

Wages	Effective	<u>May 6/76</u>	<u>May 6/77</u>
General Increases		12%	Minimum of 8%*
Additional Adjustments		20¢ for Machinist and Maintenance Mechanic; 8¢ for Packaging Checker	
Operator		\$3.99-\$4.41 (\$3.56-\$3.94)	\$4.31 - \$4.76 Minimum
Machinist		\$6.18-\$6.58 (\$5.34-\$5.70)	\$6.67 - \$7.11 Minimum

Probationary period is 65 days worked within a 12-month period. Maximum rates reached after three 3 - month increases.

* Note: If the Consumer Price Index (1971 = 100) is 154.9 but less than 156.4 in October 1976, the wage increase in May 1977 will be 9%. If the Index is 156.4 or more in October 1976, the wage increase will be 10%.

Lead Hand Premium: 50¢ (30¢) per hour for Shipping Department Lead Hand Premium.

Shift Premiums: 0 - 16¢ - 16¢ (0 - 14¢ - 14¢).

MISCELLANEOUS MANUFACTURING

Greb Industries Limited, Bauer Division at Kitchener - Local 308, United Shoe Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from March 29, 1976 to March 28, 1978, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Mar. 29/76</u>	<u>Mar. 28/77</u>
General Increases		52¢*	45¢
Group E, Shoe Plant (includes Table Worker)		\$3.27-\$3.87 (\$2.75-\$3.35)	\$3.72-\$4.32
Group A, Skate Plant (Tool-maker)		\$5.05-\$5.75 (\$4.53-\$5.23)	\$5.50-\$6.20

Probationary period is 3 months. Maximum rates reached on merit.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premiums: 0-14¢-18¢ (0-11¢-15¢).

Paid Holidays: Full (half) day before Christmas Day is added for total of 10½ (10) days.

Paid Vacations: 3 weeks after 5 (8) years of service, 4 weeks after 15 (19) years, and 5 weeks after 30 years (new). 6 (5) weeks, once only, for employees having 35 years of service.

Bereavement Leave: Stepparents, brother and sister included in up to 3 days' paid leave.

Welfare: OHIP - Effective July 1, 1976, employer pays \$10 (\$7.50) per month for single coverage and \$20 (\$15) per month for family coverage.

TRANSPORTATION

The Railway Association of Canada representing Canadian National Railways,

CP Rail and nine other railways, system-wide - Associated Railway Unions (16 unions) (CLC & AFL-CIO/CLC): Six 24-month renewal agreements effective from Jan. 1, 1976 to Dec. 31, 1977 and one 24-month renewal agreement effective from Mar. 1, 1976 to Feb. 28, 1978. The agreements cover a total of 89,500 employees and were settled at the post conciliation bargaining stage. Duration of negotiations - 9 months.

The Anti-Inflation Board has decided to allow the following compensation increases as negotiated by the above parties:

Wages:	Effective	<u>Jan. 1, 1976</u>	<u>Jan. 1, 1977</u>
General Increases		11%	8.27% calculated on Jan. 1/76 rate plus COLA

Hourly Rates

Helper	\$5.501 plus COLA if applicable (\$4.956)
Machinist	\$6.749 plus COLA if applicable (\$6.080)

Section Man 1st Class Yard	\$5.069-\$5.209 plus Cola if applicable (\$4.567-\$4.693)
Welder	\$6.157-\$6.781 plus COLA if applicable (\$5.547-\$6.109)

Weekly Rates - Canadian National Railways

Clerk Level A	\$141.53 plus COLA if applicable (\$127.50)
Clerk Level J	\$274.14 plus COLA if applicable (\$246.97)

Weekly Rates - C.P.Rail

Level A - 1	\$143.57 plus Cola (\$129.34)
Level 5	\$307.78 plus Cola (\$277.28)

Note: In the case of Canadian Pacific employees represented by the United Transportation Union (E) the effective dates of wage increases will be Mar. 1, 1976 and Mar. 1, 1977.

Note: Previous rates include COLA adjustment of 0.8% retroactive to Jan. 1, 1975.

Cost of
Living
Allowance:

In the event the December 1976 CPI (1971 equals 100) exceeds the December 1975 CPI by more than 8%, effective Dec. 31, 1976 all rates will be increased by this excess amount.

Note: In the case of Canadian Pacific employees represented by UTU (E), the effective date of the cost of living allowance adjustment is Feb. 28, 1977.

Health and
Welfare:

Weekly Indemnity - Effective Jan. 1, 1976, maximum payment is increased to \$133 (\$123) per week to conform to benefits under UIC. Effective Jan. 1, 1977, maximum payment will be adjusted if UIC benefit is increased.

Job Security
Agreement:

The agreement is financed by a fund set up as a trust in 1962 because of declining employment in certain phases of the industry. It applies to members of all unions listed except UTU (T&E). The following amendments were agreed to on Mar. 2, 1976 to become effective Jan. 1, 1976:

- Service requirements for eligibility to collect benefits during lay-offs reduced to 2(3) years.
- Benefit period extended to up to 3 years for employees with 20 years' experience and up to 5 years for employees with 30 years' experience.
- Service requirements for retraining are reduced to 2(5) years and employees with at least 20 years experience will be eligible for retraining for jobs outside the rail industry if there are none available within the industry.
- Health care premiums will be maintained for laid-off employees with 20 years of service.
- Advance notice to unions of job content changes increased to 3(2) months.

Railways Involved

Canadian National Railways
CP Rail
Dominion Atlantic Railway Company
Northern Alberta Railway
Ontario Northland Railway
Quebec Central Railway Company
Algoma Central Railway
Toronto, Hamilton and Buffalo Railway Company
Equimalt and Nanaimo Railway
Toronto Terminals
Shawinigan Falls

Unions Involved

Brotherhood of Railway, Airline and Steamship Clerks,
Freight Handlers, Express and Station Employees;

Brotherhood of Railroad Signalmen;

United Telegraph Workers;

Canadian Brotherhood of Railway, Transport and General
Workers;

Brotherhood of Sleeping Car Porters, Train, Chair Car,
Coach Porters and Attendants;

Brotherhood of Maintenance of Way Employees;

Canadian Merchant Service Guild;

Railway Employees' Department, Division No. 4, A.F. of L.
C.I.O., representing:

Brotherhood of Railway Carmen of the United States
and Canada;

International Association of Machinists and
Aerospace Workers;

International Brotherhood of Boilermakers, Iron
Ship Builders, Blacksmiths, Forgers and Helpers;

International Brotherhood of Electrical Workers;

International Moulders' and Allied Workers' Union;

United Association of Journeymen and Apprentices
of the Plumbing and Pipefitting Industry of the
United States and Canada;

Sheet Metal Workers' International Association;

International Brotherhood of Firemen and Oilers, Power
Plant Operators, Helpers, Roundhouse and Railway Shop
Employees;

United Transportation Union (T);

United Transportation Union (E).

Kitchener City Corporation (Transit Division) (Supply and Services Department)

Local 304, Railway, Transport and General Workers (CLC): A
12-month renewal agreement effective from June 1, 1976 to May
31, 1977, covering 208 employees, settled at the bargaining
stage. Duration negotiations - 2 months.

Wages:	Effective	<u>June 1/76</u>
	General Increase	10%
	General Labour	\$5.41-\$5.71 (\$4.89-\$5.19)
	Mechanic	\$6.55-\$6.85 (\$5.93-\$6.23)
	Bus Operator	\$6.19-\$6.41 (\$5.63-\$5.83)

Probationary period is 6 months. Maximum rates for General
Labour and Mechanic reached after one 6-month increase and
for Bus Operator after two 6-month increases.

Shift Premium: 0¢-23¢-26¢ (0¢-18¢-21¢).

Tool Allowance: Employer pays \$50 (\$25) per year for tools for Apprentice
Mechanic.

ELECTRIC POWER, GAS AND WATER UTILITIES

Scarborough Borough Public Utilities Commission (Hydro Division, Water Works Division, Garage Division) - Local 636, Electrical Workers (I.B.E.W.) (AFL-CIO/CLC): A 12-month renewal agreement effective from April 1, 1976 to March 31, 1977, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/76</u>	<u>Oct. 1/76</u>
	General	8%	3.1%*
	Increases		
	Labourer	\$5.96 (\$5.52)	\$6.14
	Journeyman Lineman	\$8.43 (\$7.81)	\$8.69

*Note: Increases are subject to approval by the Anti Inflation Board.

Lead Hand Premium: 10% (6%) when responsible for a work unit consisting of designated Lead Hand, truck and 2 or more additional employees.

Premium for Hoisting Engineer: 30¢ (15¢) per hour when required.

Pension Plan: Effective January 1, 1977, the Commission will enter into an agreement under the Ontario Municipal Employees Retirement System Act and consistent with the regulations of the Act for the provision of benefits in respect to prior service at a cost to the Commission not to exceed 4% of the Bargaining Unit payroll.

Union Gas Ltd. at various southwestern Ontario centres - Canadian Chemical Workers Union (Ind.) and the Oil, Chemical and Atomic Workers' International Union (AFL-CIO/CLC): Four agreements effective from Jan. 1, 1976 to Dec. 31, 1977, covering a total of 1,110 employees (904 hourly paid and 206 clerical workers), settled with mediation assistance after a work stoppage. Duration of negotiations - 10 months.

Holdback: A total compensation increase of 9.1% (7.7% on wages) is to be implemented pending review by the Anti-Inflation Board of the new terms as ratified and reported below.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Jan. 1/77</u>
COLA Fold-in		25¢	
General Increase		12.2%	11.5%
Yardman		\$5.11 - \$5.80 (\$4.30 - \$4.91)	\$5.70 - \$6.47
Welder		\$7.11 (\$6.09)	\$7.93
<u>Weekly Rates</u>			
Clerical		\$151.00 - \$174.00	\$168.50 - \$194.00
Grade 1		(\$125.00 - \$145.50)	
Clerical		\$212.00 - \$250.00	\$236.00 - \$280.00
Grade 7		(\$179.50 - \$214.00)	
Cost of Living Allowance:	Discontinued.		
Shift Premium:	0-24¢-34¢ (0-18¢-24¢).		
Sunday Premium:	40¢ (25¢).		
Overtime:	Double time for all hours worked on an employee's first day off (previously, time and one-half for the first two hours, double time thereafter).		
Paid Holidays:	Effective in 1977 one additional holiday scheduled for Heritage Day or the third Monday in February, for a total of 11 holidays.		
Paid Vacation:	2 weeks after 1 year of service, 3 weeks after 5 years, 4 weeks after 10 (11) years, and 5 weeks after 20 (25) years.		
Standby Pay:	\$4.25 (\$3.50) per day for any standby of not more than 8 hours for days falling within an employee's regular weekly schedule with an additional \$1.75 (\$1.50) per day for standby periods of up to 16 hours.		
	\$8.50 (\$7) per day for any standby period of not less than 7½ hours or more than 24 hours for an employee's first or second scheduled day off.		
	\$10.50 (\$9) per day for any standby period of not less than 7½ hours or more than 24 hours on a recognized holiday.		
Call-out Pay:	Minimum pay 4 (3) hours at straight time rate for a 2-hour call out period.		
Health and Welfare:	<u>Weekly Indemnity</u> - Coverage continues at the rate of 90% of base pay after the fifth day of illness for employees with 1 or more years of service. Employees with less than 1 year of service are now included for coverage at 75% of base pay commencing on fourth day of illness absence (new).		

Dental Plan - Effective in 1976, adoption of the 1976 (1975) Ontario Dental Association schedule of fees and in 1977, adoption of the 1977 fee schedule.

Pension Plan:

Provides for 1.2% of the average of the best five consecutive calendar years' basic rate earnings times years of credited service plus Canada Pension Plan (previously, 1.3% of the average of the final five years' base rate earnings times years of credited service integrated with the Canada Pension Plan).

EDUCATION AND RELATED SERVICES

Halton Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF) and the Ontario Secondary School Teachers' Federation (OTF): Two 12-month renewal agreements effective from Sept. 1, 1976 to Aug. 31, 1977, covering a total of 2,300 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:

ELEMENTARY SCHOOLS

Effective

Sept. 1/76

Annual Rates

Teacher Level 2	\$9,153 - \$14,418
0-7 years	(\$8,532 - \$13,407)
Teacher Level 4	\$11,850 - \$19,950
0-9 years	(\$11,005 - \$18,502)
Teacher Level 7	\$14,550 - \$25,350
0-11 (12) years	(\$13,504 - \$23,500)

Principals

Schools with 6 to 15 classrooms	\$25,900 - \$28,900 (\$24,000 - \$25,980)
Schools with 16 or more classrooms	\$25,900 - \$30,900 (\$24,000 - \$28,950)
Schools with less than 6 classrooms	\$800 per classroom (\$750 per classroom)

Vice Principals

Grid + \$3,300 (\$3,100) or \$20,200 (\$18,800), whichever is greater, to maximum of \$25,400 (\$23,500).

Coordinators

\$28,950 - \$32,250
(\$26,900 - \$30,200)

Wages:

SECONDARY SCHOOLS

Effective

Sept. 1/76

Teacher Category 1
0-9 years

\$11,850 - \$19,950
(\$11,005 - \$18,502)

Teacher Category 4
0-11 (12) years

\$14,550 - \$25,350
(\$13,504 - \$23,500)

Principals

\$31,100 - \$35,300 with increments
of \$850
(\$28,900 - \$33,100 with increments
of \$840)

Vice Principals

\$27,300 - \$30,200 with increments
of \$725
(\$25,050 - \$27,950 with increments
of \$725)

Coordinators

\$28,950 - \$32,250 with increments
of \$825
(\$26,900 - \$30,200 with increments
of \$825)

Health and
Welfare:

OHIP (both agreements) - Effective Jan. 1, 1977, the Board will pay 75% of the cost of the new hospital insurance premium. (Until Jan. 1, 1977, the Board will continue to pay 75% of the premium in effect at the beginning of the previous agreement).

Hastings County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 590 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:

Effective

Sept. 1/76

Jan. 1/77

Annual Rates

Teacher Level 2
0-9 years

\$9,900 - \$15,000
(\$8,800 - \$13,900)

Teacher Level 4
0-11 years

\$11,200 - \$19,500
(\$10,600 - \$18,000)

Teacher Level 7 \$13,100 - \$24,500
0-14 years (\$12,600 - \$22,800)

Principals
0-4 years:

Schools with 15 \$27,100 - \$29,900 \$27,200 - \$30,000
or more teachers (\$25,100 - \$27,900)

Schools with 5 \$25,100 - \$27,900 \$25,200 - \$28,000
to 14 teachers (\$23,100 - \$25,900)

Allowances:

Vice Principals:

With degree - \$2,700 (\$2,500) per year.

Without degree - \$1,800 (\$1,700) per year.

Kent County Board of Education - Ontario Secondary School Teachers' Federation
and Association des enseignants franco-ontariens (OTF): A
12-month renewal agreement effective from Sept. 1, 1975
to Aug. 31, 1976, covering 500 employees, settled by arbit-
ration. Duration of negotiations - 15 months.

Holdback: Pending review by the Anti-Inflation Board, increases re-
flected below are to be held in abeyance except for an
immediate payment equivalent to 12% of the total cost of
the increases provided by the new agreement.

Wages:

Effective

Sept. 1/75

Annual Rates

Teacher Category 1 \$10,800 - \$18,300
0-10 (11) years (\$7,900 - \$14,700)*

Teacher Category 4 \$12,800 - \$22,700
0-11 (14) years (\$9,600 - \$18,500)*

Principals \$30,240 - \$32,480
0-2 (3) years (\$24,100 - \$26,600)*

Vice Principals \$25,760 - \$28,000
 (\$21,100 - \$23,100)*

* Previous rates include an unscheduled annual increase of
\$200 folded into the wage grid and paid retroactive to
September, 1974.

Allowances: Director - \$2,500 (\$2,200)

Department Heads

Major - \$2,100 (\$1,800)

Minor - \$1,600 (a new position)

Assistant - \$1,300 (\$1,000)

Special Assignment Teacher - \$2,500 (a new position)

Health and
Welfare:

Extended Health Plan - The employer undertakes to continue the present plan until Aug. 31, 1976 and further undertakes to put a better plan into effect as of Sept. 1, 1976.

Dental Plan - The parties agree to investigate the feasibility and cost of a preventative dental care plan with the view to implementing such plan if reasonably possible.

Income Protection Plan - The employer agrees to seriously investigate the possibility of implementing a long term disability plan subject to the parties agreeing to offset the additional cost of such plan by making adjustments to the present sick leave and sick leave gratuity benefits.

Lakehead Board of Education - Local 268, Service Employees (AFL-CIO/CLC): A 36-month renewal agreement effective from January 1, 1976 to December 31, 1978, covering 275 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Jan. 1/77</u>	<u>Jan. 1/78</u>
General		14%*	10%	8%
Increases				
Cost-of-Living		16.6c		
Fold-in				
Cafeteria		\$3.596-\$3.869	\$3.955-\$4.255	\$4.271-\$4.594
Assistant		(\$2.988-\$3.228)		
Head		\$6.035-\$6.369	\$6.638-\$7.006	\$7.169-\$7.567
Custodian		(\$5.127-\$5.368)		
(Secondary School)				

Probationary period is 30 days. Maximum rates reached after 18 months.

* Note: Increases are subject to approval by the Anti-Inflation Board. In the event that the Anti-Inflation Act is terminated early, the contract may be re-opened in 1978, for re-negotiation of 1976 wage rates.

Cost-of-Living Allowance: Effective January 1978, cost of living provision reintroduced providing .5¢ per hour per .5 increase in the Consumer Price Index (1961=100) to be paid quarterly, up to a maximum of \$200 over the term of the agreement.

Paid Holidays: Effective in 1976, one-half day before Christmas and one-half day before New Year's added for a total of 12 (11) days.

Shift Premiums: 0-15¢-20¢ (0-12¢-17¢)

Welfare: Long Term Disability Plan - Effective January 1, 1977, employer pays 50% of cost of premiums for new plan providing benefits of 70% of earnings. Effective January 1, 1978, employer pays 66 2/3% of cost of premiums.

Clothing Allowance: Effective January 1, 1976, clothing allowance of \$47.50 (\$40) per year for Custodian I and cafeteria employees. Effective January 1, 1977, \$50 per year. Effective January 1, 1978, \$55 per year.

Mileage Allowance: For employees required to use their cars 25¢ per mile for first 2000 miles, 20¢ per mile for next 5000 miles, 18¢ per mile for over 7000 miles. (Previously 20¢ per mile for first 2000 miles and 18¢ for next 5000 miles.

Lakehead District Roman Catholic Separate School Board at Thunder Bay - Ontario
English Catholic Teachers' Association: A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 333 employees, settled at the bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>Sept. 1/76</u>
	Increases	\$900 - \$2,050
	<u>Annual Rates</u>	
	Teacher, Level D 0-5 years	\$9,800 - \$12,900 (\$8,900 - \$11,400)
	Teacher, Level A4 1-11 years	\$14,200 - \$24,000 (\$12,700 - \$21,950)
	Principal	\$24,000 - \$27,000 (\$22,000 - \$25,000)

Welfare: Dental Plan - Coverage based on the 1976 (1974) Ontario Dental Association schedule of fees.

Responsibility Allowance: Vice Principal - \$1,900 (\$1,700).

Lambton County Board of Education - Ontario Secondary School Teachers'

Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 525 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/76</u>
	<u>Annual Rates</u>	
	Teacher Category 1	\$11,200 - \$19,000
	0-11 years	(\$10,100 - \$17,600)
	Teacher Category 4	\$13,600 - \$24,200
	0-12 years	(\$12,300 - \$22,400)
	Principal	\$29,800 - \$33,750
	0-4 years	(\$28,050 - \$31,350)
	Vice Principal	\$26,400 - \$29,600
	0-4 (3) years	(\$24,850 - \$27,400)
	during term of agreement; reverts to 0-3 years at termination of agreement.	

Health and Welfare: Life Insurance - Coverage of 3 times annual earnings to maximum of \$90,000 (\$75,000). Employer pays 100% of premiums for the first \$25,000 of coverage, and 50% for coverage in excess of \$25,000. (Previously, premium obligation by employer was set at 66 2/3% of cost for entire coverage.)

Lambton County Roman Catholic Separate School Board at Sarnia - Lambton Unit,

Ontario English Catholic Teachers Association and Association des enseignants franco-ontariens: A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 210 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/76</u>
	Increases	\$995 - \$3,500
	Teacher Category D	\$9,950-\$12,045
	(0-10 years)	(\$8,550-\$11,050)
	Teacher Category A4	\$14,750-\$22,500
	(0-10 years)	(\$12,550-\$20,400)

* Note: Increases are subject to approval by the Anti - Inflation Board.

Paid Sick Leave:	Accumulation is to a maximum of 230 (220) days.
Welfare:	<u>Dental Plan</u> - Employer pays 70% (66 2/3%) of the premiums for basic dental plan, Blue Cross #8, based on the 1975 (1971) Ontario Dental Association Schedule of fees. Effective Jan. 1, 1977 employer pays 80% of the premiums.
Responsibility	Vice Principals - \$1,200 - \$2,000 (\$1,200 - \$1,800) Assistant to the Principal - \$250 (new)
Allowance:	Co-ordinator \$4,000 (3,500) Department Heads - St. Patrick's High School - \$1,000 (\$900)
Travel	\$950 (\$850) for Consultants travelling within the country.
Allowance:	19¢ (18¢) per mile for all other mileage.

Peel County Board of Education at Mississauga - Caretakers' Association (Ind.):
A 12-month renewal agreement effective from July 1, 1976 to June 30, 1977, covering 360 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	<u>July 1/76</u>
	General Increase	8.34%
	<u>Annual Rates</u>	
	Matron (Full-time)	\$7,508 - \$8,969 (\$6,930 - \$8,279)
	Assistant Custodian (Full-time)	\$10,602 - \$11,740 (\$9,786 - \$10,836)
	Head Custodian (Schools over 65,000 sq. ft.)	\$11,255 - \$12,878 (\$10,389 - \$11,887)
	Plumber	\$18,794 (\$17,347)

Probationary period is 6 months. Maximum rates for Matron, Assistant Custodian and Head Custodian reached after one annual increase.

Sunday Premium: \$10.50 for hours worked on Sunday and Statutory holidays (previously, time and one-half).

Acting Head Custodian Premium: \$500 (\$240) per year for Assistant Custodian performing the duties of Head Custodian for more than 10 (20) days after an initial 10 days.

Special Premium: Lump sum payment of \$70 (\$50) per year to Head Custodian or Building Supervisor in schools with oil or gas fired boilers for Statutory holidays during the heating season.

Paid Holidays: 3 weeks after 2 (3) years.

Welfare: Life Insurance - Employer pays 80% (75%) of the premiums for life insurance coverage.

OHIP - Employer pays 80% (75%) of the premiums for OHIP.

Extended Health Care Plan - Employer pays 80% (50%) of the premiums for the plan.

Floor Cleaning Allowance: \$35 (\$30) per classroom for cleaners in some schools.

Clothing Allowance: \$45 (\$40) per year for uniforms for cafeteria employees.

Peterborough County Board of Education - Federation of Women Teachers' Associations of Ontario and the Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 550 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/76</u>
	COLA Fold-in	\$338.37
	Increase	Varies
	<u>Annual Rates</u>	
	Teacher Category 2 0-9 years	\$9,500 - \$14,600 (\$8,600 - \$13,300)
	Teacher Category 4 0-12 years	\$11,100 - \$19,600 (\$10,000 - \$18,700)
	Teacher Category 7 0-12 years	\$13,300 - \$24,700 (\$12,000 - \$22,300)
Cost of Living Allowance:	Discontinued.	
Allowances:	Principals 0-3 years experience	
	19 or more rooms	\$4,700 - \$6,200 (\$4,500 - \$6,000)
	11 - 18½ rooms	\$3,550 - \$5,100 (\$3,400 - \$4,900)

6 - 10½ rooms	\$2,400 - \$3,950 (\$2,300 - \$3,800)
2 - 5½ rooms	Paid on the vice principal scale
Vice Principal	\$1,600 (\$1,500) on appointment with 4 annual increments of \$150.
Health and Welfare:	<u>Dental Plan (new)</u> -- The employer will pay 66 2/3% of the premium for a basic preventative dental plan effective Sept. 1, 1976.

Prescott-Russell County Roman Catholic Separate School Board at Hawkesbury - Ontario English Catholic Teachers' Association and Association des enseignants franco-ontariens: A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 350 employees, settled at the mediation stage. Duration of negotiations - 5 months.

Wages	Effective	<u>Sept. 1/76</u>
	Increases	\$447-\$998

Annual Rates

Teacher Level D 0-7 years	\$8,125-\$11,985 (\$7,678-\$11,328)
Teacher Level A4 0-10 years	\$13,400-\$23,285 (\$12,909-\$22,434)

Probationary period is 2 years. Maximum rates reached after annual increases of approximately 5%.

Welfare: Life Insurance, OHIP and Major Medical Plan - Employer pays 75% (70%) of the premiums.

Dental Plan - Effective Jan. 1, 1977, employer pays 50% of the premiums for a new basic dental plan, Blue Cross #9.

Responsibility Allowances: Principal - \$2,600 (\$2,300) + \$100 (same) per classroom
Acting Vice Principal - \$10 per half day to a maximum of \$250 (\$200) per year
Coordinator - \$2,100 (\$2,000) per year
Full Time Teacher, Exceptional Children - \$300-\$1,000 (\$200-\$1,000)

Sault Ste. Marie Board of Education - Ontario Secondary School Teachers' Federation: A 24-month renewal agreement effective from Sept. 1, 1975 to Aug. 31, 1977, covering 409 employees, settled by arbitration after a work stoppage. Duration of negotiations - 15 months.

Wages:	Effective	<u>Sept. 1/75</u>	<u>Sept. 1/76</u>
	Increases	\$2,380 - \$4,895*	\$800 - \$2,550
	Teacher	\$10,800 - \$18,600	\$11,600 - \$20,000
	Level 1	(\$8,420 - \$15,350)	
	0-10 years		
	Teacher	\$12,900 - \$23,500	\$14,000 - \$25,400
	Level 4	(\$10,210 - \$19,510)	
	0-11 years		
	in 1977; 0-12		
	years in 1976;		
	0-13 years		
	in 1975		
	Principal	\$30,300 - \$32,700	\$32,700 - \$35,250
		(\$25,994 - \$28,006)	

* Note: Increases are subject to approval by the Anti-Inflation Board. 8% is effective immediately.

Experience Allowance: Principal - \$2,550 (\$2,400)
Vice Principal - \$2,475 (\$2,400)

Related Experience Allowance: \$400 (\$200) per full year to a maximum of \$3,600 (\$1,800).

Responsibility Allowance: Coordinator, Girls Physical Education - \$2,885 (\$2,645)
Director, Commercial and Technical Education - \$2,750 (\$2,525)
Major Department Head, Qualified - \$2,480 (\$2,280)
Minor Department Head, Qualified - \$1,880 (\$1,720)
Acting Unequal Head, Major - \$1,375 (\$1,260)
Acting Unequal Head, Minor - \$1,105 (\$1,015)
Assistant Head, Qualified - \$1,240 (\$1,140)
Assistant Head, Unqualified - \$975 (\$895)
Subject Head, Qualified - \$975 (\$895)
Subject Head, Unqualified - \$670 (\$615)

Special Allowance: \$680 (\$615) for Occupational Program teachers. Effective Sept. 1, 1976, \$740.

Extra Degree Allowance: \$615 (\$559) for a Masters' degree and \$860 (\$783) for a Doctorate degree. Effective Sept. 1, 1976, \$670 for a Masters' degree and \$940 for a Doctorate degree.

Sault Ste. Marie Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association: A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 328 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	\$1,225
	Teacher	\$9,425-\$11,925
	Category 1	(\$8,200-\$10,700)
	0-5 years	
	Teacher	\$13,325-\$23,325
	Category 7	(\$12,100-\$22,100)
	0-11 years	

Simcoe County Board of Education - Local 1310, Canadian Union of Public Employees (CLC) (maintenance, service and plant operations): A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 369 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	8%
	Cleaners	\$3.21-\$3.69 (\$2.97-\$3.42)
	Electrician	\$5.53-\$6.02 (\$5.12-\$5.57)

Probationary period is 3 months. Maximum rates for cleaners reached after 24 months, for electricians after 12 months.

Welfare: OHIP - Employer pays 85% (75%) of the costs of premium.

Major Medical Plan - Employer pays 85% (75%) of the costs of premium.

Wentworth County Board of Education - Federation of Women Teachers' Associations
of Ontario and Ontario Public School Men Teachers'

Federation (OTF): A 20-month renewal agreement effective from Jan. 1, 1976 to Aug. 31, 1977, covering 590 employees, settled at the mediation stage. Duration of negotiations - 8 months.

Holdback: Total teacher incomes will be increased by 10%, retroactive to Jan. 1, 1976, pending review by the Anti-Inflation Board of the negotiated increases reflected below.

Wages:	Effective	Jan. 1/76	Sept. 1/76
	<u>Annual Rates</u>		
	Teacher Level 2 0-9 years	\$8,842 - \$14,000 (\$6,700 - \$11,600)	\$9,549 - \$15,120
	Teacher Level 4 0-11 years	\$10,942 - \$18,400 (\$8,300 - \$15,175)	\$11,817 - \$19,872
	Teacher Level 7 0-12 (14) years	\$13,200 - \$23,400 (\$10,250 - \$19,840)	\$14,256 - \$25,272
	Principals:		
	1 to 8½ classrooms 0-3 (6) years	\$24,100 - \$26,350 (\$18,000 - \$22,000)	\$26,028 - \$28,458
	9 to 17½ classrooms 0-3 (7) years	\$25,750 - \$28,000 (\$18,500 - \$23,000)	\$27,810 - \$30,240
	18 or more classrooms 0-3 (8) years	\$27,250 - \$29,500 (\$19,100 - \$24,500)	\$29,430 - \$31,860

Allowances: Vice Principal - \$2,500 (\$1,650) per year.

Consultant - \$2,600 (\$2,250) per year.

Health and Welfare: The employer to pay 100% (75%) of premiums for OHIP, Life Insurance, and Extended Medical Plans.

Wentworth County Board of Education at Hamilton - Ontario Secondary School Teachers' Federation (Ontario Teachers' Federation): A 20-month renewal agreement effective from Jan. 1, 1976 to Aug. 31, 1977, covering 412 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages	Effective	<u>Jan. 1/76</u>	<u>Sept. 1/76</u>
	Increases	\$ 2,700 - \$ 3,660*	8%
	Teacher Category 1 0 - 11 years	\$11,000 - \$18,400 (\$ 8,300 - \$15,175)	\$11,880 - \$19,872
	Teacher Category 4 0 - 11 years (previously 0 - 14 years)	\$13,200 - \$23,500 (\$10,250 - \$19,840)	\$14,256 - \$25,380
	Principal	\$30,000 - \$33,000 (\$24,500 - \$27,800)	\$32,200 - \$35,200

*. Note: Increases are subject to approval by the Anti-Inflation Board. 10% to a maximum of \$2,400, is effective immediately.

Welfare: Life Insurance, OHIP, and Extended Health Care - Employer pays 100% (75%) of the premiums.

Dental Plan - Coverage based on 1975 (1974) Ontario Dental Association schedule of fees.

Responsibility Allowance:	Effective	<u>Jan. 1/76</u>	<u>Sept. 1/76</u>
	Director or Major Department Head	\$2,350 (\$2,050)	\$2,400
	Minor Head	\$1,375 (\$1,200)	\$1,400
	Assistant Department Head	\$1,175 (\$1,000)	\$1,200

Extra University Degree Allowance: \$685 (\$550)

Travel Allowance: 18¢ (15¢) per mile. Effective Sept. 1, 1976, 21¢ per mile.

Relocation Allowance: Employer pays a maximum of \$600 (\$300) for moving expenses if relocation necessitates travelling an additional 15 (20) miles to work.

Windsor Board of Education - Ontario Secondary School Teachers' Federation (OTF):
A 20-month renewal agreement effective from Jan. 1, 1976 to Aug. 31, 1977, covering 740 employees, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Sept. 1/76</u>
	Increases	4%	5%
	Group Affected	Teachers Principals Vice Principals	Principals Vice Principals Coordinators Directors
	Teacher	\$12,906 - \$19,048	
	Category 1	(\$12,420 - \$19,326)*	
	0-9 (10) yrs.		
	Teacher	\$15,489 - \$23,871	
	Category 4	(\$14,904 - \$22,963)*	
	0-9 (10) yrs.		
	Principals	\$30,312 - \$33,182	\$31,828 - \$34,841
	0-2 yrs.	(\$29,146 - \$31,906)*	
	Vice Principals	\$27,728 - \$29,164	\$29,114 - \$30,622
	0-2 yrs.	(\$26,662 - \$28,042)*	
	Coordinators		\$27,995 - \$29,444
	0-2 yrs.		(\$26,662 - \$28,042)*
	Consultants & Directors		\$26,836 - \$27,995
	0-2 yrs.		(\$25,558 - \$26,662)*
	Effective	<u>Jan. 1/77</u>	<u>Aug. 31/77</u>
	General	\$250/year plus	\$150/year plus
	Increases	fold-in of COLA for period Nov. 1975 - Nov. 1976	fold-in of COLA for period Nov. 1976 - July 1977

* Former rates reflect scheduled adjustments implemented at the expiration of the 1975 agreement. These adjustments include an increase of \$250 per year, fold-in of a cost of living allowance equivalent to 10.4% and compression of the grid by one step.

Cost of Living
Allowance:

Calculations will be made each month with corresponding payments equal to the rate of increase in the Consumer Price Index between the base period, November 1975, and the month prior to the month of calculation.

On Jan. 1, 1977, the annual salary level effective from Sept. 1, 1976 to Dec. 31, 1976 will be increased by \$250 and this adjusted salary level will be increased by a full cost of living allowance calculated as the rate of increase in the CPI between Nov. 30, 1975 and Nov. 30, 1976 times the adjusted annual salary.

On Aug. 31, 1977, the annual salary level effective from Jan. 2, 1977 to Aug. 31, 1977 will be increased by \$150 and this adjusted salary level will be increased by a full cost of living allowance calculated as the rate of increase in the CPI between Nov. 30, 1976 and July 31, 1977.

York County Board of Education - Ontario Secondary School Teachers' Federation (OTF)

A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 910 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:

Effective

Sept. 1/76

Annual Rates

Teacher Category 1 0-11 years	\$12,000 - \$20,350 (\$11,800 - \$19,390)
Teacher Category 4 0-11 years	\$14,140 - \$25,300 (\$13,770 - \$23,790)
Principals 0-5 years	\$31,750 - \$35,500 (previously, two scales ranging from \$28,350 to \$32,100 and from \$30,450 \$34,200).
Vice Principals	\$28,000 - \$30,800 (previously, two scales ranging from \$24,350 to \$26,950 and from \$25,850 \$28,450).

Cost of Living
Allowance:

Discontinued.

Responsibility
Allowances:

Master Teacher	\$2,625 - \$3,725 per year (previously, two scales ranging from \$2,300 to \$2,850 and from \$3,200 to \$4,300)
Major Head (Subject Chairman)	\$2,500 (\$2,400) per year
Minor Head	\$1,550 (\$1,500) per year
Senior Teacher	\$1,150 (\$1,100) per year
Guidance Coordinator	\$4,700 - \$5,200 (\$4,600 - \$5,100) per year
Branch Director	\$2,950 - \$3,500 (\$2,850 - \$3,400) per year

Health and
Welfare:

Dental Plan - Employer will pay 75% (50%) of the premiums.

York Region Roman Catholic Separate School Board at Richmond Hill - Ontario
English Catholic Teachers' Association: A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 254 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/76</u>
	Increases	\$450-\$4,500
	<u>Elementary</u>	
	Teacher	\$8,400 - \$13,000
	Category D	(\$7,950 - \$10,950)
	0 - 7 years	
	Teacher	\$14,600-\$23,200
	Category A4	(\$12,650-\$20,550)
	0 - 11 years	
	<u>Secondary</u>	
	Teacher	\$11,600 - \$19,000
	Category 1	(\$11,050 - \$16,750)
	0 - 11 years	
	Teacher	\$14,600 - \$23,200
	Category 4	(\$12,650 - \$20,550)
	0 - 11 years	
	Principal	\$25,000 - \$28,500
	A School	(\$20,500 - \$25,500)
Travel Allowance:	19¢ (17¢) per mile	

HEALTH AND WELFARE SERVICES

St. Mary's of the Lake Hospital at Kingston - Employees' Association (Ind.):
 A 12-month renewal agreement effective from January 27, 1976 to January 26, 1977, covering 220 employees, settled at the bargaining stage. Duration of negotiations - 4½ months.

Wages:	Effective	<u>Jan. 27/76</u>
	General	8%*
	Increases	
	Housekeeping	\$705-\$748
	Aide	(\$653-\$693)

Orderly-trained	\$814-\$857 (\$754-\$794)
Registered Nursing Assistant	\$852-\$895 (\$789-\$829)
Maintenance Man	\$821-\$864 (\$760-\$800)

Probationary period is 3 months. Maximum rates reached after 2 years.

* Note: If the S.E.I.U. settlement is approved by the Anti Inflation Board, Wages will be increased by 1.5% effective July 1976.

Shift Premiums: \$1.50(\$1.00) per shift for employees required to work a regular shift rotation.

Paid Holidays: One floating day is added for a total of 11(10).

Welfare: OHIP - Employer pays 90% (85%) of the premiums for OHIP.

Toronto General Hospital and 35 other hospitals in Ontario - Ontario Public Service Employees' Union (CLC) (paramedic staff, province-wide): The agreements, 8 to 20 months in duration, effective between May 1, 1975 and May 1, 1976, and terminating Dec. 31, 1976, cover a total of 2,800 employees and were settled by arbitration. Duration of negotiations - 13 months.

New Bargaining Structure - Since this the first time that these bargaining units have negotiated jointly, the expiry dates of the previous agreements and former provisions vary. For two of the bargaining units, this is a first agreement.

Wages: Effective July 1, 1975, the starting rate for the Technologist 1 classification, the benchmark job, is raised to \$970 a month for those bargaining units whose previous agreements expired June 30, 1975.

For all other hospitals except Ottawa Riverside, the starting rate is increased to \$970 a month effective on the expiry date of their previous agreement. The effective date of the raise to \$970 a month for newly organized bargaining units, with no previous agreement, is the date on which the union served notice to bargain.

For bargaining unit members who were employed at Guelph General Hospital in May and June, 1975, the starting rate for the Technologist 1 classification is raised to \$900 a month for those two months and then to \$970 a month effective July 1, 1975.

For all bargaining units except Ottawa Riverside, the starting rate of the Technologist 1 classification is raised to \$1,050 a month effective Jan. 1, 1976. At Ottawa Riverside, a one stage raise of \$135 a month was granted to bring the starting rate of the Technologist 1 classification to \$1,050 effective May 1, 1976, the expiry date of that bargaining unit's previous agreement.

Rates for all other classifications in the bargaining units are computed by adding to those classifications' old rates, the dollar amount necessary to raise the Technologist 1 classification to the standard rate in each individual hospital. The same stages of increase and the same effective dates of those increases apply to all rates in the individual bargaining units.

Hours of Work:	Effective July 1, 1976, the normal work week will be standardized at an average of $37\frac{1}{2}$ hours and the normal work day will be standardized at $7\frac{1}{2}$ hours. Three Toronto hospitals with shorter hours of work than the above standard will maintain those hours but salaries at these hospitals will reflect a pro-rated lesser amount.
Shift Premium:	Effective July 1, 1976, standardized at \$1.50 per shift or 20¢ per hour.
Call-back Pay:	Effective July 1976, minimum guarantee of 2 hours' pay at time and one-half for each call-in. (Previous agreements with guarantees of $2\frac{1}{2}$ hours or 3 hours at time and one-half will have higher provision maintained.)
Standby Pay:	Effective July 1976, standardized at \$1 per hour with a minimum guarantee of \$4 for each standby shift even if called back to work.
Paid Holidays:	Effective for 1976, standardized at 11, with the additional holiday at those hospitals which had been providing 10 to be considered a non-premium floating holiday associated with the anniversary date of the individual employees.
Paid Vacation:	Effective for 1976, standardized giving employees at the Technologist 1 Level and above 3 weeks after 1 year of service, and 4 weeks after 5 years. Below the Technologist 1 Level 2 weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 15 years. (Previous entitlement in excess of these standards will be maintained.)
Health and Welfare:	<u>Employers' Contribution</u> - Effective with the first billing period following the award standardized as follows: OHIP - 100% Life Insurance - 80% Disability Income Protection Plan - 75%
Negotiation Committee Pay:	All employees who participate in central negotiations are to be compensated by the employer for normal working hours spent on negotiations prior to conciliation. After conciliation, employees serving on the central committee will be granted unpaid time off until an agreement is reached.

The agreements cover paramedic staff in the hospitals listed below:

Baycrest, Toronto	Riverside of Ottawa
Central, Toronto	Royal Victoria, Barrie
Chedoke, Hamilton	St. Joseph's General, Peterborough
Collingwood General and Marine	St. Joseph's, Hamilton
Etobicoke General, Toronto	Scarborough General, Toronto
Guelph General	South Waterloo Memorial, Cambridge
Humber (Weston), Toronto	Sudbury General of the
Joseph Brant Memorial, Burlington	Immaculate Heart of Mary
Kingston General	Sudbury Laurentian (St. Joseph's)
Mississauga	Sudbury Memorial
Mount Sinai	The Greater Niagara General,
Norfolk General, Simcoe	Niagara Falls
North Bay Civic	Thunder Bay, The General of
Northwestern General, Toronto	Port Arthur
Oakville-Trafalgar Memorial	Toronto East General & Orthopaedic
Oshawa General	Toronto General
Ottawa General	Victoria, London
Ottawa Grace	Wellesley, Toronto
Peterborough Civic	York-Finch General, Toronto
Religious Hospitallers of	
St. Joseph of the Hotel Dieu	
of Kingston	

Victoria Hospital at London - Local 468, Office Employees (AFL-CIO/CLC): A
 24-month renewal agreement effective from January 1, 1976
 to December 31, 1977, covering 261 employees, settled at
 the conciliation officer stage. Duration of negotiations-
 5 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Jan. 1/77</u>
General		\$61.92	\$24.44
Increases		per month	per month
Level 2 (includes Junior Clerk)		\$670.42-\$745.42 (\$608.50-\$683.50)	\$694.86-\$769.86
Level 4½ (Medical Secretary)		\$788.42-\$884.42 (\$726.50-\$822.50)	\$812.86-\$908.86
Level 6 (includes Buyer)		\$868.42-\$1,003.42 (\$806.50-\$941.50)	\$892.86-\$1,027.86
Effective		<u>June 1/77</u>	
General		\$24.44	
Increases		per month	
Level 2 (includes Junior Clerk)		\$719.30-\$794.30	

Level 4½ \$837.30-\$933.30
(Medical
Secretary)

Level 6 \$917.30-\$1,052.30
(includes
Buyer)

Probationary period is 3 months. Maximum rates reached after 5 annual increases for levels 2 and 4½ and after 6 annual increases for Level 6.

Shift \$1.40(\$1.20) per shift. Effective July 1, 1977, \$1.50
Premiums: per shift.

Standby Pay: 75¢ per hour(\$1.00 for 8 hours). Effective July 1, 1977,
90¢ per hour. Paid hours for call back shall be deducted
from hours for which employee receives standby pay.

Call Back Minimum of 4 hours at regular rate of pay.
Pay:

Paid Vacations: 3 weeks after 4(5) years and 4 weeks after 13(15) years.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Association of Postal Officials of Canada (Ind.) (postal supervisors): A 12-month renewal agreement effective from Mar. 29, 1976 to Apr. 3, 1977, covering 3,600 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages	Effective	<u>Mar. 29/76</u>	<u>July 1/76</u>
	General Increases	9.5%	4.8%
	<u>Weekly Rates</u>		
	PO-1	\$265.93 - \$276.97 (\$242.86 - \$252.94)	\$278.70 - \$290.26
	PO-7	\$360.35 - \$375.31 (\$329.09 - \$342.75)	\$377.65 - \$393.33

NOTE: Former rates shown are converted rates which became effective Jan. 5, 1976. Previously, employees were classified under positions PO-6 to PO-10 which are now changed to positions PO-1 to PO-7.

Shift Premium: 0-41¢-41¢ (0-19¢-19¢).

- Weekend Premium (new): 60¢ per hour for regularly scheduled hours on Saturday and 75¢ per hour for regularly scheduled hours on Sunday.
- Overtime Pay: On a day of rest, double time for all hours worked (previously, time and one-half for all hours worked on the first day of rest and, provided the employee worked on the first day of rest, double time for all hours worked on the second day of rest in a week).
- On a holiday, double time (time and one-half) for all hours worked.
- Paid Vacation: 3 weeks after 1 year of service (unchanged), 4 weeks after 14 (15) years, and 5 weeks after 27 (30) years.
- Technological Change (new): Employer is required to give at least 90 days' notice to the Union before the introduction of a technological change. Parties are to meet in the presence of and with the assistance of an independent and qualified third person in an effort to reach agreement on solutions to the problems arising from this change. Unresolved matters will be referred to a special adjudication committee and the report of the chairman of the committee will be binding on both parties.
- To protect all employees covered by the present agreement, the employer:
- 1) guarantees continuous employment to all employees covered by the agreement until the signing of the next Collective Agreement between the parties,
 - 2) guarantees the employees' classification and corresponding wage scale,
 - 3) guarantees full pay and benefits for normal working hours for the full period of guaranteed continuous employment,
 - 4) will provide whatever amount of retraining that is required by an employee either voluntarily or compulsorily reassigned or reclassified, and
 - 5) will reimburse any expenses incurred by an employee as a result of relocation.
- Meal Allowance: \$2.50 (\$2) after 2 hours of overtime.

Government of Canada (Treasury Board) - Public Service Alliance of Canada
(CLC) (administrative services group): A 6 $\frac{1}{2}$ -month renewal agreement effective from June 21, 1976 to Dec. 26, 1976, covering 4,240 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages: Effective Dec. 24/75

Increases:

Level 1	12%
Level 2	11.5%
Level 3	10.5%
Level 4	10%
Level 5	9.5%
Level 6	9%
Level 7	8.6%

Annual Rates

AS-1	\$12,762 - \$15,138 (\$11,395 - \$13,516)
AS-3	\$15,070 - \$17,080 (\$13,638 - \$15,457)
AS-6	\$22,954 - \$26,041 (\$21,059 - \$23,891)

Shift Premium: 0-14¢-20 $\frac{1}{2}$ ¢ (0-12 $\frac{1}{2}$ ¢-18 $\frac{1}{2}$ ¢).

Standby Pay: \$3.35 (\$3) for each 8-hour period on standby; \$7.80 (\$7) for any period of standby on a day of rest or designated paid holiday.

Meal Allowance: \$2.50 (\$2.25) after 3 hours of overtime.

Penological Ranges from \$95 to \$952 (\$85-\$850) per year, depending on type
Factor Allowance: of institution and degree of contact.

Adoption 1 day's paid leave.
Leave (new):

Government of Canada (Treasury Board) - Public Service Alliance of Canada
(CLC) (secretarial, stenographic and typing group): A 19-month renewal agreement effective from June 18, 1976 to Jan. 8, 1978, covering 12,500 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	Jan. 12/76	Jan. 10/77
General Increase		-	7.6%
Other Increases:			
Typists 1		14%	
Typists 2 and Stenos 1		12.5%	
Stenos 2		11.5%	
Office Composing Sub-group		12%	
Court Reporters-First Level		13%	
Court Reporters-Second Level		12%	
ST-SCY Sub-group		10.5%	

NOTE: The former ST-SEC (secretarial) sub-group has been converted and is now called the ST-SCY sub-group.

Annual Rates

ST-TYP-1	\$6,386 - \$7,367 (\$5,602 - \$6,462)	\$6,871 - \$7,927
ST-SCY-4	\$12,709 - \$14,356 (\$11,501 - \$12,992)*	\$14,114 - \$15,447 (1st step is eliminated)

* Conversion rates effective Jan. 12/76.

Contract Reopener:	After Oct. 14, 1976, the agreement will be subject to reopening if the present anti-inflation guideline of 8% in the second year is increased.
Shift Premium:	0-18.7¢-26.1¢ per hour (0-\$1.25-\$1.75 per shift). Effective Jan. 10, 1977, 0-20.2¢-28.2¢.
Standby Pay:	\$3.35 (\$3) for each 8-hour period on standby; \$6.70 (\$6) for any period of standby on a day of rest or designated paid holiday. Effective Jan. 10, 1977 new standby rates will be \$3.60 and \$7.20, respectively.
Meal Allowance:	\$2.50 (\$2.25) after 3 hours of overtime and \$1.95 (\$1.75) for an additional meal 4 hours after the first. Effective Jan. 10, 1977 the allowances will be \$2.70 and \$2.10, respectively.
Penological Factor Allowance:	Ranges from \$95 to \$952 (\$85-\$850) per year, depending on type of institution and degree of contact. Effective Jan. 10, 1977 \$103-\$1,028 per year.
Adoption Leave (new):	1 day's paid leave.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (CLC) (Administrative Services Category): A 12-month agreement effective from Oct. 1, 1975 to Sept. 30, 1976, covering 4,900 employees, settled through arbitration. Duration of negotiations - 13 months. (The agreement covers salaries only.)

This category is comprised of classifications previously in the Administrative Services, Scientific and Technical Services, General Services, and Social Services categories, the last three of which have been eliminated.

Wages:	Effective	<u>Oct. 1/75</u>
	General Increase	7% plus \$18 per week
	<u>Weekly Rates</u>	
	Tax Auditor 1	\$228.36 - \$273.26 (\$196.60 - \$238.56)
	Technical Consultant 2	\$465.82 - \$583.92 (\$418.52 - \$528.90)

Retroactivity: Full retroactivity for all hours worked.

Holdback: Pending review by the Anti-Inflation Board, an interim increase of \$18 per week will be implemented.

Ontario Government - Ontario Public Service Employees Union (CLC) (Institutional Care and Correctional Services Category): A 12-month agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 9,350 employees, settled through arbitration. Duration of negotiations - 10 months. (The agreement covers salaries only).

The Institutional Care and Correctional Services category replaces the Operational classes and Social Services classes.

Wages:	Effective	<u>Oct. 1/75 or Jan. 1/76 (varies by expiry date of previous agreement)</u>
	General Increase	\$20 per week plus 5% compounded
	<u>Weekly Rates</u>	
	Counsellor 1 (Residential Life)	\$189.84 - \$204.12 (\$160.80 - \$174.40)
	Residential Counsellor 3	\$261.66 - \$277.20 (\$229.20 - \$244.00)

Retroactivity: Full retroactivity to all employees in the bargaining unit as of Oct. 1, 1975 and who remained as employees as of the date of the Award.

Ontario Government - Ontario Public Service Employees Union (CLC) (Scientific and Professional Services Category): A 12-month agreement effective from Oct. 1, 1975 to Sept. 30, 1976, covering 3,500 employees, settled through arbitration. Duration of negotiations - 13 months. (The agreement covers salaries only.)

This category is comprised of classifications which were previously in the Social, Scientific, Technical and Administrative categories.

Wages:	Effective	<u>Oct. 1/75</u>	<u>Apr. 1/76</u>
	General Increases	\$20	6%
	<u>Weekly Rates</u>		
	Nurse 1	\$209.73 - \$255.73 (\$189.73 - \$235.73)	\$222.31 - \$271.07
	Education Officer 3	\$466.55 - \$594.23 (\$446.55 - \$574.23)	\$494.54 - \$629.88

Retroactivity: Full retroactivity to all employees in the bargaining unit as of Oct. 1, 1975 and who remained as employees as of the date of the award.

Holdback: Pending review by the Anti-Inflation Board, an interim increase of \$20 per month will be implemented.

Ontario Government - Ontario Public Service Employees Union (CLC) (Technical Services Category): For some employees a 12-month agreement and for others a 9-month agreement (depending on expiry date of previous agreements), effective from either Oct. 1, 1975 or Jan. 1, 1976, to Sept. 30, 1976, covering 4,900 employees, settled through arbitration. Duration of negotiations - 13 months. (The agreement covers salaries only).

The Technical Services Category is comprised of classification previously in several other categories which have now been eliminated.

Wages:	Effective	<u>Oct. 1/75 or Jan. 1/76</u> (depending on expiry date of previous agreement)
	General Increase	5% plus \$20 per week
	<u>Weekly Rates</u>	
	Hwy Contruction Inspector 1	\$227.39 - \$253.31 (\$197.51 - \$222.20)
	Vocational Training Supervisor 1	\$415.33 - \$519.60 (\$376.51 - \$475.81)

Retroactivity: Full retroactivity for all hours worked.

Holdback: Pending review by the Anti-Inflation Board, an interim increase of \$16 per week will be implemented.

LOCAL ADMINISTRATION

Niagara Falls City Corporation - Local 133, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 450 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	10.3%
	Level 1, includes General Clerk	\$8,532-\$8,976 (\$7,735-\$8,138)
	Level 17, includes Assistant Building Inspector	\$14,714-\$15,556 (\$13,340-\$14,103)

Probationary period is 3 months. Maximum rates for Level 1 reached after 3 months, for Level 17, after 9 months.

Shift Premiums: 0 - 22¢ - 26¢ (0 - 20¢ - 25¢).

Paid Vacations: 3 weeks at 6% after 3 (4) years of service, 4 weeks at 8 % after 11 (13) years and 5 weeks at 10% after 20 (22) years.

Bereavement Leave: Sister-in-law and brother-in-law included in 1 day's paid leave.

Sick Leave: Maximum accumulation for sick leave credits is 404 (386) days.

Welfare: Dental Plan - Employer pays 90% (75%) of cost of premiums.

Meal Allowance: \$3.00 (\$2.75)

Niagara Regional Municipality - Local 1287, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 450 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	10%
	<u>Public Works Department</u>	
	Labourer	\$5.52 (\$5.02)
	Licensed Mechanic	\$6.90 (\$6.27)

Office Employees

Clerk Steno 1	\$9,241 (\$8,401)
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Systems Analyst	\$16,619
Programmer	(\$15,108)

Paid

Vacations: 4 weeks after 12 (13) years of service, 5 weeks after 21 (22) years of service.

Welfare: Dental Plan - Effective July 1, 1976, employer pays 100% of cost of premiums of new basic dental plan.

North York Borough Corp. - Local 373, Canadian Union of Public Employees (CLC) (inside employees): A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 512 employees, settled with mediation assistance. Duration of negotiations - 6 months.

Wages: Effective Jan. 1/76

General Increase	11.3%
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Wage Code 1 (includes Clerk General 1)	\$137.81-\$158.56 (\$123.82-\$142.46)
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Wage Code 16 (includes Technical Assistant Grade 4)	\$317.09-\$359.91 (\$284.90-\$323.37)
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Probationary period is 3 months. Maximum rates reached after 3 years.

Cost-of-Living Allowance: Cost-of-living lump sum payment with a formula of 1% per hour per 1% increase in the Consumer Price Index (1971=100) above a base of 158.0 (new).

Paid Vacations: 3 weeks after 3½ (5) years of service, 4 weeks after 10 (13) years, 5 weeks after 18 (22), 6 weeks after 25 years (new).

Welfare: Dental Plan - Effective November 1, 1976, employer contributes \$4.80 for single coverage and \$10.30 for family coverage for new basic dental plan.

Long-Term Disability Plan - Benefits increase to 75% (65%) of weekly earnings.

Mileage Allowance: Effective January 1, 1976, 18¢ (15¢) per mile. Effective July 1, 1976, 20¢ per mile.

North York Borough Corporation - Local 94, Canadian Union of Public Employees (CLC)
(outside employees): A 12-month renewal agreement effective
 from Jan. 1, 1976 to Dec. 31, 1976, covering 720 employees,
 settled after a work stoppage with mediation assistance.
 Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	11.3%
	Labourer	\$5.63 (\$5.06)
	Sub-Foreman (Automotive Mechanic)	\$7.27 (\$6.53)

Cost of Living Allowance: Cost of living lump sum payment with a formula of 1% per
 hour per 1% increase in the Consumer Price Index (1971=100)
 above a base of 158.0, payable after Dec. 31, 1976.

Paid Vacation: 3 weeks after 3½ (5) years of service, 4 weeks after 10 (13)
 years, 5 weeks after 18 (22) years and 6 weeks after 25
 years (new).

Health and Welfare: Dental Plan (new) - Effective Sept. 1, 1976, employer contri-
 butes \$4.80 for single coverage and \$10.30 for family coverage
 for basic dental plan (100% of premium based on 1975 Ontario
 Dental Association Schedule of fees).

Long-Term Disability Plan - Benefits increase to 75% (65%)
 of basic salary to a maximum of \$2,000 (\$1,000) per month.

Thunder Bay City Corporation - Local 87, Canadian Union of Public Employees
(CLC) (inside employees): A 24-month renewal agreement
 effective from January 1, 1976 to December 31, 1977, covering
 301 employees, settled at the conciliation officer stage.
 Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan.1/76</u>	<u>Jan.1/77</u>
	Increases	\$106* per month for Step 3 of the Salary Ranges	9%
		Rates for Steps 1, 2, 4, and 5 are calculated at 90%, 95%, 105% and 110% of Step 3, respectively	
	Additional Adjustments	Some reclassifications	
	Group 2 (includes Clerk-Typist 2)	\$585.25-\$715.25 (\$489.83-\$598.67)	\$637.92-\$779.66
	Group 9 (includes Draftsman V)	\$988.25-\$1,207.92 (\$892.92-\$1,091.33)	\$1,077.25-\$1,316.58

Probationary period is 3 months for Groups 1 to 3 and 6 months for Groups 4 to 11. Maximum rates reached after 4 annual increases .

* Note: Increases are subject to approval by the Anti-Inflation Board.

Cost-of-Living Allowance: 1% per 1% change (1¢ per hour per 0.5 change) in the Consumer Price Index (1971 = 100) above the base 158.0, to be paid in a lump sum as soon as possible after December 31, 1976. The formula will be applied in 1977 after an increase of 6% above the December 1976 Index.

Paid Vacations: 3 weeks after 3 (5) years.

Welfare: Dental Plan - Based on the 1975 (1973) Ontario Dental Association's Schedule of Fees.

Thunder Bay City Corporation - Local 87, Canadian Union of Public Employees (CLC)
(outside employees): A 24-month renewal agreement effective from January 1, 1976 to December 31, 1977, covering 338 employees settled at the post-conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Jan. 1/76	Jan. 1/77
	General Increases	75¢*	9%
	Additional Adjustments	19¢-26¢ for skilled trades	
	Labourer (after 90 days)	\$5.62 (\$4.87)	\$6.13
	Mechanic 1 (Heavy Duty Equipment)	\$7.35 (\$6.34)	\$8.01

*Note: Increases are subject to approval by the Anti Inflation Board.

Cost-of-Living Allowance: 1% per 1% change (1¢ per hour per 0.5 change) in the Consumer Price Index (1971 = 100) above the base 158.0, to be paid in a lump sum as soon as possible after December 31, 1976. The formula will be applied in 1977 after an increase of 6% above the December 1976 Index.

Paid Vacations: 3 weeks after 3 (5) years.

Welfare: Dental Plan - Based on the 1975 (1973) Ontario Dental Association's Schedule of Fees.

York Borough, Works and Parks and Recreation Dept. - Local 10, Canadian Union of Public Employees (CLC): A 12 - month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 293 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	11.1%
	Labourer	\$5.62 (\$5.06)
	Mechanic	\$6.79 (\$6.11)

Paid Vacations: 3 weeks after 3 (5) years of service, 4 weeks after 10 (13) years, 5 weeks after 18 (22) years, 6 weeks (new) after 25 years.

Welfare: Dental Plan - Effective November 1, 1976, employer pays 100% of cost of premiums of new basic dental plan.

Long-term Disability Plan - 75% (65%) of basic monthly earnings.

CONSTRUCTION

Ontario Masonry Industry Employers Council - Bricklayers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1976 to April 30, 1978, covering 4,100 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	\$1.05	40¢
	Bricklayer (Toronto)	\$9.59 (\$8.54)	\$9.99
	Effective	<u>May 1/77</u>	<u>Nov. 1/77</u>
	General Increases	85¢	50¢
	Bricklayer (Toronto)	\$10.84	\$11.34

Note: Increases are subject to approval by the Anti Inflation Board.

Metropolitan Toronto Road Builders' Association - Local 230, Teamsters (AFL-CIO/CLC) and Local 183, Labourers (AFL-CIO/CLC): A 23-month renewal agreement effective from June 7, 1976 to April 30, 1978, covering 500 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 7/76</u>	<u>Oct. 1/76</u>
	General Increases	60¢	35¢
	Labourer	\$7.35 (\$6.75)	\$7.70
	Truck Driver	\$7.70 (\$7.10)	\$8.05
	Effective	<u>Apr. 1/77</u>	<u>Oct. 1/77</u>
	General Increases	65¢	35¢
	Labourer	\$8.35	\$8.70
	Truck Driver	\$8.70	\$9.05
Vacation Pay:	Effective April 1, 1977, vacation pay of 9% (8%).		

The Metropolitan Toronto Sewer and Watermain Contractors Association - Local 183, Labourers (AFL-CIO/CLC) and Local 230 Teamsters (AFL-CIO-CLC): A 23-month renewal agreement effective from June 5, 1976 to April 30, 1978, covering 1,000 employees, settled during a work stoppage with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>June 5/76</u>	<u>Oct. 1/76</u>
	General Increases	60¢ for "open cut work"; 70¢ per "tunnel work"	40¢ for "open cut work"; 50¢ for "tunnel work"
	Labourer (Open cutwork)	\$7.30 (\$6.70)	\$7.70
	Miner (tunnel work)	\$8.50 (\$7.80)	\$9.00

Effective	<u>Apr. 1/77</u>	<u>Oct. 1/77</u>
General Increases	65¢ for "open cut work"; 70¢ for "tunnel work"	35¢ for "open cut work"; 45¢ for "tunnel work"
Labourer (Open cutwork)	\$8.35	\$8.70
Miner (tunnel work)	\$9.70	\$10.15

Hours of Work: Effective April 1, 1977, hours of work reduced to 48 (50) hours per week. Effective April 1, 1978, hours of work reduced to 45 hours per week.

Vacation Pay: Effective April 1, 1977, vacation pay of 9% (8%).

Welfare: Employer contributes 15¢ (10¢) per hour.

Toronto and District Excavators Association - Local 793, International Operating Engineers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1976 to April 30, 1978, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	70¢*	40¢
	Operating Engineer (includes Crane Operator)	\$9.75 (\$9.05)	\$10.15
	Effective	<u>May 1/77</u>	<u>Nov. 1/77</u>
	General Increases	50¢	50¢
	Operating Engineer (includes Crane Operator)	\$10.65	\$11.15

*Note: Increases are subject to approval by the Anti Inflation Board.

Toronto Heavy Construction Association (General Contractors) - Local 183,
Labourers (AFL-CIO/CLC): A 23-month renewal agreement effective from June 6, 1976 to April 30, 1978, covering 300 employees, settled during a work stoppage with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 6/76</u>	<u>Nov. 1/76</u>
	General	65¢	35¢
	Increases		
	Labourer	\$8.23 (\$7.58)	\$8.58

	Effective	<u>May 1/77</u>	<u>Nov. 1/77</u>
	General	65¢	35¢
	Increases		
	Labourer	\$9.23	\$9.58

Hours of Work: Effective November 1, 1977, hours of work reduced to 42½ (45) hours per week.

Vacation Pay: Effective May 1, 1977, vacation pay of 9% (8%).

Welfare: Employer contributes 15¢ (10¢) per hour.

Toronto General Contractors (Heavy and Commercial Construction) - Local 230,
Teamsters (Ind.): A 23-month renewal agreement, effective from June 7, 1976 to Apr. 30, 1978, covering 800 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 7/76</u>	<u>Nov. 1/76</u>
	General	75¢	35¢
	Increases		
	Truck Driver	\$8.38 (\$7.63)	\$8.73
	Effective	<u>May 1/77</u>	<u>Nov. 1/77</u>
	General	65¢	35¢
	Increases		
	Truck Driver	\$9.38	\$9.73

Welfare: Employer contributes 45¢ (35¢) per hour. Effective May 1, 1977, 50¢ per hour.

Addendum

May 1976 Settlements

WOOD

Campeau Corporation at Ottawa - Local 796, Operating Engineers (AFL-CIO/CLC):
A 24 - month renewal agreement effective from May 18, 1976 to May 17, 1978, covering 220 employees, settled at the bargaining stage and ratified in May. Duration of negotiations-1 month.

Wages:	Effective	<u>May 18/76</u>	<u>May 18/77</u>
	General Increases	60¢	40¢
	Labourer	\$5.05 (\$4.45)	\$5.45
	Mechanic Class "A"	\$5.90 (\$5.30)	\$6.30

Paid Holidays: January 2 is added for a total of 10 (9).

Bereavement Leave: One day's paid leave granted upon death of grandfather or grandmother (new).

NON-METALLIC MINERAL PRODUCTS

American - Standard Products (Canada) Limited, Division of Wabco Standard
Limited at Toronto - Local 231, Potters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 15, 1976 to May 15, 1978 covering 255 employees, settled at the bargaining stage and ratified in May 1976. Duration of negotiations - 1 month.

Wages:	Effective	<u>May 15/76</u>	<u>May 15/77</u>
	General Increases	52¢ for day workers; 42¢ for incentive workers	50¢ for day workers; 39¢ for incentive workers
	Additional Adjustment	15¢ add-on continues from previous contract	5¢ add-on
	Grade 1 (includes General Labourer)	\$4.30 (\$3.78)	\$4.80
	Grade 9 (includes Modeller)	\$4.72-\$5.49 (\$4.20-\$4.97)	\$5.22-\$5.99

Probationary period is 60 calendar days. Maximum rate for Grade 9 reached after 9 months.

Shift 0 - 20¢ - 20¢ (0-17¢-17¢). Effective May 15, 1977,
Premium: 0 - 23¢ - 23¢.

Saturday 18¢(15¢) per hour. Effective May 15, 1977, 20¢ per hour.
Premium:

Sunday 23¢(20¢) per hour. Effective May 15, 1977, 25¢ per hour.
Premium:

Paid 3 weeks after 5(8) years, 5 weeks after 20(22) years.
Vacation.

Welfare: Life Insurance and AD and D - \$6,500(\$6,000). Effective
May 15, 1977, \$7,000.

OHIP - Employer pays 100% of cost of present premiums
(Previously \$11 for single and \$22 for family coverage).

Weekly Indemnity Plan- Benefits increase to \$100(\$75) per
week payable as previously on a 1-1-8-26 basis. Effective
May 15, 1977, benefits increase to 66 2/3 % of weekly
earnings to UIC maximum.

Pension Plan: \$7.00(\$6.00) per month per year of service.

Safety Shoe Employer pays 100%(25%) of cost of 1 pair of shoes per
Allowance: employee per year.

EDUCATION AND RELATED SERVICES

Waterloo County Board of Education at Kitchener - Non-Academic Staff Association

(Ind.): A 12-month renewal agreement effective from Jan. 1,
1976, to Dec. 31, 1976, covering 225 employees, settled at the
bargaining stage and ratified in May. Duration of negotiations
- 5½ months.

Wages:	Effective	<u>Jan. 1/76</u>
	Increases	9.5%
	Level 1	\$4,914-\$7,134 (\$4,914-\$6,519)
	Level 11	\$11,316-\$16,362 (\$11,316-\$14,947)

Probationary period is 6 months. Maximum rates reached on
merit after no more than six 6-month increases.

HEALTH AND WELFARE SERVICES

Bestview Holdings Limited and Bestview Services Limited at Sarnia, St. Catharines, Markham, Toronto, Newmarket and Orillia - Christian Labour Association (Ind) : A wage reopener effective from April 1, 1976 to June 30, 1977, covering 250 employees, settled at the bargaining stage, and ratified in May 1976. Duration of negotiations - 1 month.

Wages:	Effective	<u>Apr. 1/76</u>	<u>Apr. 1/77</u>
	Increases	29¢ - 48¢	30¢
	Housekeeping	\$3.89-\$4.27 (\$3.60-\$3.95)	\$4.19 - \$4.57
	Registered	\$4.54 - \$5.13	\$4.84 - \$5.43
	Nursing	(\$4.20 - \$4.65)	
	Assistant		

Probationary period is 60 working days. Maximum rates for Housekeeping reached after 2 years and for Registered Nursing Assistant after 3 years.

* Note: Increases are subject to approval by the Anti-Inflation Board.

Uniform Allowance: \$4 per month for full-time employees, \$2 per month for part-time employees. (New)

MOTION PICTURE AND RECREATIONAL SERVICES

Ontario Jockey Club (Standardbred Division) - Local 528, Service Employees (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 200 employees, settled at the bargaining stage and ratified in May 1976. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/76</u>
	Increases	\$3.05 per day for seniority list employees; \$1.60 per day for all other employees
	One Way Seller	\$32.93 (\$29.88)
	Messenger	\$27.07
	Betting	(\$24.02)
	Cashier	

Vacation Pay: Vacation pay of 6% (new) after 5 years and 8% (new) after 15 years.

Welfare: Life Insurance - \$7,500 (\$5,000) to age 70 and \$2,000 (\$1,000) thereafter.

Weekly Indemnity Plan - Benefits increase to \$100 (\$50) per week.

Ontario Jockey Club (Thoroughbred Division) - Local 528, Service Employees (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 325 employees, settled at the bargaining stage and ratified in May 1976. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/76</u>
	Increases	\$2.65 per day for seniority list employees; \$1.90 per day for all other employees
	One Way Seller (Toronto)	\$34.90 (\$32.25)
	Messenger	\$46.69
	Betting	(\$44.04)
	Cashier (Toronto)	

Vacation Pay: Vacation pay of 6% after 6 (7) years and 7% (new) after 15 years.

Welfare: Life Insurance - \$7,500 (\$5,000) to age 70 and \$2,000 (\$1,000) thereafter.

Weekly Indemnity Plan - Benefits increase to \$100 (\$50) per week.

Mileage Allowance: 15¢ (13¢) per mile, when employees are employed at Fort Erie and are requested to travel to Toronto for schooling.

Anti-Inflation Board Rulings in June 1976

Company and Union	Reference	Action
London City Public Utilities Commission and Canadian Union of Public Employees	Mar. 76, p. 123	Disallowed

Note: Action refers to settlements covering 200 or more employees previously published in the Monthly Settlements Report. This list includes only those rulings which have come to the attention of the Ministry of Labour, and it may be incomplete.

Negotiations in Progress during June 1976 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Ne St
A & P Stores, Province-wide	Foodworkers (AFL-CIO/CLC) (full-time and part-time empls.)	4,735	
Aluminium Goods (Div. of Alcan Canada Products), Toronto	Steelworkers (AFL-CIO/CLC)	300	
Atlas Steels Co. (Div. of Rio Algom Mines), Welland	Steelworkers (AFL-CIO/CLC)	200	
Babcock & Wilcox Canada Ltd., Cambridge	Steelworkers (AFL-CIO/CLC)	900	
Benn Iron Foundry Ltd., Wallaceburg	Auto Workers (CLC)	220	
Benson and Hedges (Canada) Ltd., (Benson and Hedges Tobacco Co. Division), Brampton	Tobacco Workers (AFL-CIO/CLC)	320	
Brant County Board of Education	Ont. Secondary School Teachers' Fed.	389	
Bruce County Board of Education	Ont. Secondary School Teachers Fed.	203	
Bruce County Board of Education	Teachers Federation	295	
Canada Safeway, Southeastern Ontario	Retail Clerks (AFL-CIO/CLC)	650	
Canadian Building Materials and other companies, Toronto, Hamilton, London and other centres, Southwestern Ontario	Teamsters (Ind.)	1,235	
Canadian Chromalox Co., Toronto	Auto Workers (CLC)	510	
Canron Ltd., (Eastern Structural Div.), Toronto	Canadian Workers Union	315	
Carleton Board of Education, Carleton County	Fed. of Women Teachers' Assns. of Ontario and Ontario Public School Men Teachers' Fed. (OTF)	1,110	
Central Hospital and other Hospitals, Toronto	Canadian Union of Operating Engineers (CCU)	230	
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	212	
Consolidated-Bathurst Packaging Ltd., Hamilton, St. Thomas and Whitby	Woodworkers (AFL-CIO/CLC)	555	
Cooper of Canada Ltd., Toronto	Potters (AFL-CIO/CLC)	700	

* See page 366 for definition of codes.

Negotiations in Progress during June 1976 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage
rtaulds (Canada) Ltd. nd Caravelle Carpets Ltd., ornwall	Textile Workers Union (AFL-CIO/CLC)	605	B
.G. Packaging, easide	Printing and Graphic Union (AFL-CIO/CLC)	525	B
e Mines Ltd., outh Procupine	Steelworkers (AFL-CIO/CLC)	600	PCB
inion Stores, K-Mart laza, part-time employees, uelph, Kitchener, Waterloo nd Midland	Retail Clerks (AFL-CIO/CLC)	250	B
inion Stores Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC) (warehousemen)	600	B
inion Stores Ltd., Windsor, Amherstburg nd Kingsville	Steelworkers (AFL-CIO/CLC)	620	B
ntar Construction Materials Ltd., Gypsum Products, Caledonia	Steelworkers (AFL-CIO/CLC)	225	WS
fferin-Peel Roman Catholic Separate School Board	Ontario English Catholic Teachers' Assn. and Assn. des enseignants franco- ontariens (OTF)	850	B
raham Board of Education, Ontario County	Fed. of Women Teachers' Assns. of Ontario and Ontario Public School Men Teachers' Fed. (OTF)	1,290	B
raham Board of Education, Ontario County	Ontario Secondary School Teachers' Fed. (OTF)	900	B
raham Region Roman Catholic Separate School Board	Ont. Teachers Fed.	465	B
raham Regional Municipality	CUPE (CLC)	300	B
raham Regional Police	Police Association(Ind.)	277	B
ddy Match (Eddy Match and Industrial Products Division), Pembroke	Carpenters (AFL-CIO/CLC)	200	CO
gin County Board of Education	Ont. Secondary School Teacher's Fed.	267	B
sex County Board of Education, Leamington	Ontario Secondary School Teachers' Fed. (OTF)	525	B
sex County Roman Catholic Separate School Board	Teachers Fed.	464	B
obicoke Borough Corporation (Fire Dept.)	Firefighters (AFL-CIO/CLC)	345	B

Negotiations in Progress during June 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Exolon Company of Canada Ltd., Thorold	Chemical Workers (AFL-CIO/ CLC)	240	
Ferranti-Packard Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	300	
Ford Motor Company of Canada Ltd., Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor	Auto Workers (CLC)	12,300	
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	600	
Frontenac County Board of Education	Ont. Secondary School Teachers Fed.	500	
Fruehauf Trailer Co. of Canada Ltd. (Dixie Mfg. Plant)	Auto Workers (CLC)	240	
GSW Limited, Fergus	Steelworkers (AFL-CIO/CLC)	400	
General Bakeries, Toronto	Bakery Workers (AFL-CIO/CLC)	200	
General Time of Canada Ltd., Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	317	
Gillies Brothers and Company, Braeside	Woodworkers (AFL-CIO/CLC)	250	
Globe and Mail Ltd., Toronto	Newspaper Guild (AFL- CIO/CLC)	400	
Haldimand County Board of Education	Teacher's Federation	200	
Halton County Roman Catholic Separate School Board	Teacher's Federation	327	
Halton Regional Police, Burlington, Milton, Oakville, Georgetown	Police Assn. (Ind.)	250	
Hamilton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,370	
Hamilton-Wentworth Regional Board of Commissioners of Police, Hamilton	Hamilton-Wentworth Police Assn. (Ind.)	600	
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. Enseignants Franco- Ontariens (OTF)	1,050	
Hastings County Board of Education	Ont. Secondary School Teachers' Fed.	520	
Heinz, H.J., Company of Canada Ltd., Leamington	Foodworkers (AFL-CIO/CLC)	850	
Huron County Board of Education	Ont. Secondary School Teachers' Fed.	265	

Negotiations in Progress during June 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Iron County Board of Education	Teachers Federation	337	B
Imperial Tobacco Ltd./Ltee, Guelph	Tobacco Workers (AFL-CIO/ CLC)	715	B
Anglo Ltd., Stoney Creek	Auto Workers (CLC)	680	B
Front County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	540	B
Front County Roman Catholic Separate School Board	Ont. English Catholic Teachers Fed.	268	B
Kitchener City Corporation (Works, Recreation & Arena), Kitchener	CUPE (CLC)	275	CO
Ketchel Furniture, Hanover	Woodworkers (AFL-CIO/CLC)	245	B
Lakehead Board of Education, Thunder Bay	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	630	B
Lakehead Board of Education, Thunder Bay	Ont. Secondary School Teachers' Fed. (OTF)	550	B
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teacher's Fed. (OTF)	695	B
Manark County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	200	B
Med and Grenville County Board of Education, Brockville	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	525	B
Med and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	245	B
Pennox and Addington County Board of Education	Teachers Federation	275	B
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn.	435	B
Roblows Ltd., Ottawa and other centres	Retail Clerks (AFL-CIO/ CLC)	730	B
Roblows Ltd., Toronto and other centres	Foodworkers (AFL-CIO/CLC)	710	B
Roblows Ltd., Toronto and other centres	Retail Empls. (CLC) (full- time and part-time empls.)	6,700	B

Negotiations in Progress during June 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
London and District Road Sewer and Watermain Contractors	Labourers (AFL-CIO/CLC)	450	
London Board of Education	CUPE (CLC) (office, clerical and technical empls.)	320	
London City Corporation	CUPE (CLC)	540	
London City Corporation	CUPE (CLC) (office, clerical and technical empls.)	345	
London City Corporation	Fire Fighters (AFL-CIO/CLC)	290	
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (uniformed police dept. empls.)	4,600	
Metropolitan Toronto House Wreckers Association	Labourers (AFL-CIO/CLC)	500	
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed.	240	
Middlesex County Board of Education	Teachers Federation	364	
Mississauga Town Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	210	
Monsanto Canada, Woodbridge	Textile Workers Union (AFL-CIO/CLC)	300	
Motor Wheel Corporation of Canada Ltd., Chatham	Auto Workers (CLC)	600	
Muskoka Board of Education	Teachers Federation	235	
Nashua Canada Ltd., Peterborough	Printing and Graphic Communications (AFL-CIO/ CLC)	200	
National Capital Roadbuilders Association, Ottawa	Various unions	425	
National Knitting Mills Co. Ltd., Toronto	Textile Workers (AFL-CIO/ CLC)	275	
Niagara Regional Municipality (Homes for the Aged), St. Catharines	CUPE (CLC) (non-medical empls.)	530	
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (OTF)	940	
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	850	
Nipissing Board of Education	CUPE (CLC)	250	

Negotiations in Progress during June 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Mississauga Board of Education	Teachers' Federation	300	B
Mississauga Board of Education	Teachers' Federation	336	B
North York Board of Education	Ont. Secondary School Teachers' Fed.	244	B
North York Public Library Board, Toronto	Canadian Union of Public Employees (CLC)	300	CO
Northern Telephone Ltd., province-wide	Communication Workers (CLC)	225	B
Northumberland and Newcastle Board of Education, Cobourg	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teacher's Fed. (OTF)	610	B
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed.	429	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Empls. Union (OPSEU) (CLC) (academic staff librarians and counsellors)	5,450	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Empls. Union (OPSEU) (CLC) (support staff empls.)	2,750	B
Ontario Government	OPSEU (CLC) (clerical services category)	9,740	ARB
Ontario Government	OPSEU (CLC) (general operational services category)	5,330	ARB
Ontario Government	OPSEU (CLC) (maintenance services category)	6,010	ARB
Ontario Government	OPSEU (CLC) (office services category)	7,455	ARB
Ontario Housing Corp., Toronto	CUPE (CLC)	650	ARB
Ontario Malleable Iron Co. Ltd., Oshawa	Steelworkers (AFL-CIO/CLC)	200	WS
Oshawa and District Contractors	Teamsters (Ind.) Labourers (AFL-CIO/CLC)	250	B
Oshawa General Hospital	CUPE (CLC)	409	B
Oshawa Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	400	CO
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,285	B

Negotiations in Progress during June 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg. Stag
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco-Ontariens (OTF)	1,630	B
Ottawa-Carleton Regional Transit Commission, Ottawa**	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,000	B
Ottawa City Corporation	Fire Fighters (AFL-CIO/CLC)	500	B
Ottawa City Corporation	Police Assn. (Ind.)	685	B
Ottawa City and Ottawa-Carleton Regional Municipality, Ottawa	CUPE (CLC)	3,870	B
Ottawa Civic Hospitals and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	15,395	M
Ottawa Roman Catholic School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens	1,515	B
Oxford County Board of Education	Ont. Secondary School Teachers Fed.	353	B
Oxford County Board of Education	Teachers Federation	489	B
Peel County Board of Education	CUPE (CLC) (office and clerical)	400	B
Peel County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers Fed. (OTF)	2,350	B
Peel County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,650	B
Peel Memorial Hospital, Brampton	Service Empls. (AFL-CIO/CLC)	215	B
Perth County Board of Education	Teachers' Federation	370	B
Peterborough County Board of Education	Ont. Secondary School Teachers' Fed.	428	B
Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board	Teachers Federation	285	B
Prescott-Russell County Roman Catholic Separate School Board	Teachers Federation	401	B
Procor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	206	CO
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	710	B
RCA Ltd., Prescott	Electrical Workers (IUE) (AFL-CIO/CLC)	605	B

**Federal jurisdiction.

Negotiations in Progress during June 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Limited, Smith Falls	Electrical Workers (IUE) (AFL-CIO/CLC)	320	B
d Ltd., Dryden	Paperworkers (CLC) and Operating Engineers (AFL-CIO/CLC)	1,200	WS
d Packaging Ltd., (Corrugated Div.), Toronto	Printing Specialties (AFL-CIO/CLC)	300	B
Freew County Board of Education	Ont. Secondary School Teachers Fed.	464	B
Freew County Board of Education	Teachers' Federation	465	B
Freew County Roman Catholic Separate School Board	Teachers' Federation	336	B
tor Electric Company Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	243	B
oyal York Hotel (C.P. Hotels), Toronto	Hotel Empls. (AFL-CIO/CLC)	870	B
bbermaid Canada, Mississauga	Auto Workers (CLC)	200	CO
. Catharines City Corporation (Arena, City Hall, Parks and Recreation and Works Dept.)	CUPE (CLC) (equipment operators, maintenance and service empls.)	200	PCB
. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Service Empls. (AFL-CIO/ CLC)	360	B
hneider, J. M. Ltd., Kitchener	National Council of Canadian Labour (Schneider Employees Assn.)	1,975	B
lverwood Dairies Ltd., Toronto	Canadian Union of Operating Engineers	250	B
imcoe County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,200	B
imcoe County Board of Education	Ontario Secondary School Teachers' Fed. (OTF)	805	B
imcoe County Roman Catholic Separate School Board	Teachers' Federation	264	B
klar Furniture, Peppler Division, Hanover	Woodworkers (AFL-CIO/CLC)	312	B
outham Press, Ottawa Citizen Division, Ottawa	Newspaper Guild (AFL-CIO/CLC)	300	B
stanton Pipes Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	220	PCB
teepolejack and Masonry Restoration Contractors Association, province- wide	Plasterers (AFL-CIO/CLC)	220	WS

Negotiations in Progress during June 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Steinberg Ltd., Southern Ontario	Foodworkers (AFL-CIO/CLC) (retail food empls., full-time and part-time)	4,500	
Stormont, Dundas and Glengarry Counties Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (OTF)	560	
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	665	
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des Enseignants Franco- Ontariens (OTF)	905	
Sunnybrook Hospital and other hospitals, Toronto and other centres	Service Empls. (AFL-CIO/CLC)	8,000	
TRW Canada, United-Carr Division, Brantford	Empls. Assn. (Ind.)	200	
Thunder Bay City Corporation	Service Empls. (AFL-CIO/CLC)	318	
Toronto City Corporation	Fire Fighters (AFL-CIO/CLC)	1,305	
Toronto Cloak Manufacturers Assn., Toronto	Ladies Garment Workers (AFL-CIO/CLC)	800	
Toronto Construction Assn. (General Contractors Section)	Plasterers (AFL-CIO/CLC)	500	
Toronto Masonry Contractors Association	Bricklayers (AFL-CIO/CLC)	1,000	
Toronto Masonry Contractors Association	Bricklayers (AFL-CIO/CLC)	600	
Toronto Metropolitan Separate School Board	CUPE (CLC) (maintenance, services and plant empls.)	700	
Toronto Transit Commission	Transit Union (AFL-CIO/CLC)	6,380	
Uniroyal Ltd., Kitchener and Guelph	Rubber Workers (AFL-CIO/ CLC)	500	
University of Toronto, Toronto	Service Empls. (AFL-CIO/CLC) (non-teaching empls.)	750	
University of Windsor, Windsor	CUPE (CLC) (maintenance empls.)	224	
Utility Contractors Association of Ontario	Labourers (AFL-CIO/CLC)	600	
Viceroy Mfg. Co. Ltd., Toronto	Rubber Workers (AFL-CIO/CLC)	215	

Negotiations in Progress during June 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Reg'n Stage
Victoria County Board of Education	Teachers Federation	249	B
Victoria Hospital and other hospitals, London and area	Service Empls. (AFL-CIO/ CLC) (non-medical empls.)	2,245	MED
Wentworth County Board of Education	Custodian and Maintenance Assn. (Ind.)	365	B
Wentworth County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,430	B
Wentworth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	975	B
Wentworth County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (OTF)	715	B
Wentworth Regional Police	Police Assn. (Ind.)	398	B
Wentworth of Canada Ltd., (Longlac Plywood Div.), Longlac	Carpenters (AFL-CIO/CLC)	360	B
Welland County General Hospital	Service Empls. (AFL-CIO/CLC)	302	B
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco- Ontariens (OTF)	600	B
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	700	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	510	B
Wellington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn.	217	B
Weststeel-Rosco Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	320	PCB
Windsor City Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	284	B
Windsor City Police (Unit A)	Police Assn. (Ind.)	340	B
Windsor Metropolitan General Hospital	Service Empls. (AFL-CIO/CLC)	210	B
Windsor Western Hospital Centre	Service Empls. (AFL-CIO/CLC)	440	B
Windsor County Board of Education	CUPE (CLC)	274	B
Windsor County Board of Education	Fed. of Women Teachers' Assn. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,200	B

Negotiations in Progress during June 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
York University, Toronto	Graduate Assistants Assn. (Ind.)	1,000	
York University, Toronto	York University Staff Assn. (Ind.)	1,000	
<u>More Than One Province</u>			
Air Canada, system-wide**	Air Line Employees Assn. (CLC) (sales dept. empls.)	2,415	
Bell Canada, Quebec and Ontario**	Communications Workers of Canada (CLC) (craft and service empls.)	14,480	
Burns Foods Ltd., Ont., Man., Sask., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	1,900	
C.I.P. Containers, Pointe-aux-Trembles, Que. and Burlington, London, Markham and Rexdale, Ont.	Chemical Workers (AFL-CIO/CLC)	1,200	
Canada Packers Ltd. and Wilsil Ltd., P.E.I., Que., Ont., Man., Sask., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	5,500	
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Merchant Service Guild (CLC), Seafarers and Marine Officers (AFL-CIO/CLC) (unlicensed personnel, deck and marine officers)	3,000	
Dominion Stores Ltd., Hull, Que., Toronto and other centres, Ont.	Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time empls.)	10,000	
Dominion Stores Ltd., Northern Ontario and Quebec centres	Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time empls.)	1,025	
GSW Ltd., London, Ont. and Montreal, Que.	Steelworkers (AFL-CIO/CLC)	1,500	
General Motors of Canada Ltd., London, Oshawa, St. Catharines and Scarborough, Ont. and St. Therese, Que.	Auto Workers (CLC)	25,825	
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (AFL-CIO/CLC) (printing operations group - non-supervisory empls.)	1,240	

**Federal jurisdiction

Negotiations in Progress during June 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,440	B
Government of Canada (Treasury Board)**	Professional Institute of the Public Service of Canada (PIPS) (Ind.) (biological sciences group)	735	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,410	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (defence scientific support group)	510	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	505	CB
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	2,005	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (translation group)	980	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	555	MED
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, super- visory and non-super- visory)	13,190	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	815	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (office equip- ment operations group)	685	ARB
Government of Canada (Treasury Board)**	PSAC (CLC) (operational group, heating and power and stationary plant empls.)	3,130	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,230	ARB
Motor Transport Industrial Relations Bureau, Que. and Ont.**	Teamsters (Ind.)	1,350	CO
National Research Council, Canada-wide**	PIPS (Ind.) (research officer and research officer council grades)	660	CO
Pacific Western Airlines, system-wide**	Machinists (AFL-CIO/CLC)	525	B

Negotiations in Progress during June 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Swift Canadian Co., Ltd., N.B., Ont., Man., Alta. and B.C.	Foodworkers (AFL-CIO/CLC)	1,920	

Definitions of Codes for Negotiation Stages

B	-	Direct Bargaining
CO	-	Conciliation
CB	-	Conciliation Board
MED	-	Mediation
PCB	-	Post Conciliation Bargaining
ARB	-	Arbitration
WS	-	Work Stoppage
B/WS	-	Bargaining After a Work Stoppage
F	-	Fact Finder
(R)	-	(R) - Following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200
or More Employees Expiring in July 1976

Company and Location	Union	No. of Empls.
Canada Safeway, Full-time, Intercity	Retail Clerks (AFL-CIO/CLC)	387
Canada Safeway, Part-time, Intercity	Retail Clerks (AFL-CIO/CLC)	294
Cooper of Canada, Toronto	Potters (AFL-CIO/CLC)	700
Commonion Stores, Intercity	Steelworkers (AFL-CIO/CLC)	620
EW Ltd., Fergus	Steelworkers (AFL-CIO/CLC)	365
EW Ltd., London	Steelworkers (AFL-CIO/CLC)	820
Imperial Tobacco Div. of Imasco Ltd., Guelph	Tobacco Workers (AFL-CIO/CLC)	715
Ingalls Ltd., Stoney Creek	Auto Workers (CLC)	680
Jobblaws Ltd., Province-wide	Foodworkers (AFL-CIO/CLC)	286
Jobblaws Ltd., Part-time, Province-wide	Foodworkers (AFL-CIO/CLC)	423
London & Dist. Rd., Sewer & Wtrmn. Contrs., OLRB Area 3	Labourers (AFL-CIO/CLC)	200
MA Ltd., Manufacturing Div., Prescott	Electrical Workers (IUE) (AFL-CIO/CLC)	605
Schneider, J.M. Ltd., Kitchener	Independent Local Union	1,975
Southam Press Ottawa Citizen Div., Ottawa	Newspaper Guild	310
Weinbergs Ltd., Miracle Mart Div., Central and Western Ontario	Foodworkers (AFL-CIO/CLC)	4,057

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ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
(AND NEGOTIATIONS) IN ONTARIO
JULY 1976

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in July 1976 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries, the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. The note is included only when it is specifically stated in the settlement. That note is not extended to settlements that do not specifically refer to the Anti-Inflation Board, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in July 1976 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry, and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlement.

The third section lists the negotiations underway in July 1976. Letter codes have been used to indicate the stage of the negotiations, and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in August 1976.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

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Highlights

Meat Packing Industry Settlements. Negotiations were conducted simultaneously for the four major companies in the industry (Canada Packers and Swift Canadian of Toronto, Burns Foods of Calgary, and Intercontinental Packers of Saskatoon) whose previous agreements expired May 31, 1976. The negotiations covered approximately 10,700 members of the Canadian Food and Allied Workers Union across Canada, including 3,600 employees of Canada Packers, Swift Canadian and Burns Foods at four locations in Ontario. The union co-ordinated its bargaining strategy on an industry-wide basis. The Canada Packers settlement, reached in Ontario in mid-June with the help of a provincial mediator, established a pattern for settlements with the other companies. For the first time the contracts negotiated were for a one-year duration (the Canada Packers agreement, effective from the date of ratification, was for an 11-month period only). The general wage increases awarded in all agreements were 50 cents per hour, plus a 13-cent COLA fold-in and changes in job class increments. The previous COLA clauses were discontinued in each case. In addition, the existing 3-cent "Prairie differential" was eliminated, raising base wage rates at plants in the Prairie provinces to the \$6.08 level negotiated for Ontario and Quebec. The settlement was rejected in the initial ratification vote at Canada Packers and Intercontinental Packers, although substantially the same offer was later accepted in a second vote. An interim general increase of 45 cents per hour, plus a ½ cent in job increments was implemented pending review by the Anti-Inflation Board.

Canning Industry Settlement. The H. J. Heinz Company of Canada and Local P-459 of the Canadian Food and Allied Workers concluded a 24-month renewal agreement for 1,000 general plant workers at the company's food products plant in Leamington. The settlement included a general increase of 95 cents per hour in two stages, amounting to just over 20 per cent for the lowest-paid workers, plus a 58 cents COLA fold-in. Other features of the agreement included a new dental plan, improved holiday and vacation provisions, increased shift premiums and an improved bereavement leave clause. The agreement is subject to approval by the Anti-Inflation Board, and an interim 8 per cent rate increase has been implemented pending the Board's decision.

Ready-Mix Concrete Settlement. Twenty Southern Ontario ready-mix companies reached a new two-year agreement with the assistance of provincially-appointed mediators. The negotiations covered 1,130 truck drivers, batchers, yardhands and dispatchers represented by Teamsters Local 230 (Toronto), 879 (Hamilton) and 141 (London), whose previous agreements expired

March 31, 1976. The Teamsters, seeking pay parity with other truck drivers in the province, went on strike at the end of June to support their new contract demands. A tentative agreement, which included a \$1.60 per hour wage increase in four stages over two years, plus a number of other improvements, was rejected by the membership largely on account of a number of contentious non-wage issues. Ratification of a new proposal resolving some of the disputed matters ended a two-week strike. Amongst the additional negotiated improvements was provision for a minimum of one day's medical examination notice, a reduction in the period of standby time and a change in the schedule of dental fees.

Health Care Support Staff Settlements. A new settlement for about 8,000 Service Employees Union (SEIU) members, reached with 43 Ontario hospitals through joint regional negotiations in early June, set a pattern for the 1976 settlements for support workers in the health care institutions. The agreement, which replaced previous contracts expiring either December 31, 1975 or March 31, 1976, established a common expiry date (March 31, 1978) for all 43 hospitals. It provided for a general increase of \$150 a month, in three stages over two years, or \$185 a month, in four stages over 27 months, for those contracts which had expired last December. These increases represented additions of approximately 19 and 23 per cent, respectively, to the current average wage rate of \$800 a month. The pact standardized and/or improved a number of benefit provisions, and through further increases for certain job classes attained province-wide wage parity for registered nursing assistants, orderlies and ambulance attendants. A central Joint Technical Committee on scheduling of work was also established. Implementation of the agreement, ratified in July, is conditional on the approval of the Anti-Inflation Board.

The settlement pattern was subsequently followed by the SEIU-organized health care institutions which did not participate in the centralized joint bargaining. Two similar individual contracts were ratified in July by 400 non-medical workers at Peel Memorial Hospital in Brampton and 330 non-professional employees at two Thunder Bay City homes for the aged. The 24-month renewal agreement in Brampton provided for monthly increases equalling \$150 in three stages, with additional adjustments for maintenance trades. The 27-month settlement in Thunder Bay called for a monthly increase of \$185 in four stages and wage adjustments for orderlies, registered nursing assistants and utility workers. Both contracts, which will also expire on March 31, 1978, provided for improvements in other benefits bringing them in line with the uniform provisions achieved in the province-wide negotiations. Payment of the increased rates in either instance is subject to approval by the AIB.

Ontario Public Service Settlements. Wage negotiations have been completed for eight bargaining units covering approximately 52,000 government employees represented by the Ontario Public Service Employees Union. The bargaining units have been redefined since the last round of wage negotiations. Previously there were five agreements only, three of which expired on September 30, 1975 and the remaining two on December 31, 1975. The new settlements, based on eight arbitration decisions issued between June 9 and July 8, 1976, awarded salary increases ranging from 11.6 to 16.16 per cent over a one-year term. The Anti-Inflation Board calculated the total compensation increases as ranging between 12.15 and 16.41 per cent for the eight bargaining units. At the end of July, the Board recommended that these increases be held to the arithmetic guidelines in each case, involving reductions of between 2.45 and 6.01 percentage points in the original compensation increases. Although the government and union negotiators had originally agreed to implement interim increases of \$15 to \$20 per week for five of the bargaining units pending review by the AIB, this plan was revised when the AIB made an early decision on the proposed settlements. Instead the parties decided to immediately implement the permissible salary increases according to a formula proposed by the union. For those bargaining units (all except General Operational Services) where the original arbitration award comprised a percentage increase plus a flat dollar amount, both the dollar and percentage figures were scaled down. In the remaining case, the original 12 per cent salary increase was lowered to 7.49 per cent. Although the Anti-Inflation Board allowed compensation increases in the 8 to 12 per cent range, the actual general salary increases implemented were slightly lower than these figures would imply after making adjustments for merit pay increases and the fixed value of certain fringe benefits.

Workmen's Compensation Board Settlement. A first collective agreement was ratified in mid-July by unionized employees of the Workmen's Compensation Board of Ontario. The one-year contract is retroactive to October 3, 1975, when the Canadian Union of Public Employees was certified as bargaining agent for 1,200 WCB employees, including registered nurses, rehabilitation counsellors, clerks and skilled tradesmen, as well as employees in 8 area offices across the province. The agreement gave the members of CUPE Local 1750 an 18 per cent wage increases effective October 3, 1975. An immediate 12 per cent raise was implemented, with the remaining 6 per cent held in abeyance pending AIB approval.

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Burns Foods Ltd., Kitchener, Ont., Brandon and Winnipeg, Man., Prince Albert and Regina, Sask., Calgary and Edmonton, Alta., and Vancouver, B.C.	Canadian Food and Allied Workers (AFL-CIO/CLC)	375
Canada Building Materials Ltd. and 19 other companies in the Toronto, Hamilton and London areas	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers (Ind.) (ready-mix concrete empls.)	390
Canada Packers Ltd., Charlottetown, P.E.I., Hull and Montreal, Que., Bramalea and Toronto, Ont., St. Boniface and Winnipeg, Man., Moose Jaw, Sask., Edmonton, Red Deer and Lethbridge, Alta., and Vancouver, B.C.	Canadian Food and Allied Workers (AFL-CIO/CLC)	376
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Courtaulds (Canada) Limited and Caravelle Carpets Limited, Cornwall	Textile Workers' Union of America (AFL-CIO/CLC)	383
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Eddy Forest Products Limited (Wood Products Division), Nain	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC)	384
General Time of Canada Limited, Peterborough	Electrical Workers (IUE) (AFL-CIO/CLC)	391
Gillies Bros. & Co. Ltd., Braeside	Woodworkers (AFL-CIO/CLC)	385
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Ottawa City	International Association of Fire Fighters (AFL-CIO/CLC)	414
Peel Memorial Hospital, Brampton	Service Empls. International Union (AFL-CIO/CLC)	402
Peterborough County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	420
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St. Vincent Hospital, Ottawa	International Operating Engineers (AFL-CIO/CLC) (non-medical empls.)	403
Sault Ste. Marie Board of Education	Ont. Public School Men Teachers' Fed. and Fed. of Women Teachers' Assn. of Ont.	420
Simcoe County Board of Education	Federation of Women Teachers' Assns. of Ont., the Ont. Public School Men Teachers' Fed. and L'Assn. des enseignants franco-ontariens (OTF)	400
Sterling Packaging Products Limited, Scarborough	Printing and Graphic Communications Union (AFL-CIO/CLC)	419
Sunnybrook Hospital and 42 other hospitals located throughout Ontario	Service Empls. International Union (AFL-CIO/CLC)	404
Swift Canadian Co. Ltd., Moncton, N.B., Toronto, Ont., St. Boniface, Man., Edmonton and Lethbridge, Alta., and Richmond, B.C.	Canadian Food and Allied Workers (AFL-CIO/CLC)	378
Thunder Bay City Corporation (Grandview Lodge and Dawson Court, Homes for the Aged)	Service Empls. International Union (AFL-CIO/CLC)	416
Toronto City	International Assn. of Fire Fighters (AFL-CIO/CLC)	417
Toronto Form Works Association	International Operating Engineers (AFL-CIO/CLC)	422
University of Guelph, Guelph	Canadian Union of Public Empls. (CLC) (firemen, trades, service and maintenance empls.)	401
University of Toronto	Service Empls. International Union (AFL-CIO/CLC) (non-teaching empls.)	402
Victoria County Board of Education	Ont. Teachers' Fed. (Ind.)	421
Wabco Limited, Stoney Creek	Electrical Workers (UE) (CLC)	387
Westeel Rosco Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	386
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July 1976 Settlements

FOOD AND BEVERAGE

Burns Foods Ltd. at Kitchener, Ont., Brandon and Winnipeg, Man., Prince Albert and Regina, Sask., Calgary and Edmonton, Alta., and Vancouver, B.C. - Canadian Food and Allied Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from June 1, 1976 to May 31, 1977, covering 1,900 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Holdback: Pending review by the Anti-Inflation Board of the wage increases shown below, the employer will implement a general increase of 45¢ per hour and a job class incremental increase of ½¢.

Wages:	Effective	<u>June 1/76</u>	<u>July 8/76</u>	<u>July 11/76</u>
	COLA Fold-in		13¢	
	Prairie Equalization	3¢		
	General Increase	50¢		
	Job Class Increment			6½¢ (5½¢)
	<u>Ontario</u>			
	Labour Rate	\$5.95 (\$5.45)	\$6.08	
	Tradesman	\$7.105 (\$6.605)	\$7.235	\$7.445
	<u>Manitoba, Saskatchewan and Alberta</u>			
	Labour Rate	\$5.95 (\$5.42)	\$6.08	
	Tradesman	\$7.105 (\$6.575)	\$7.235	\$7.445
	<u>British Columbia</u>			
	Labour Rate	\$5.995 (\$5.495)	\$6.125	
	Tradesman	\$7.150 (\$6.650)	\$7.280	\$7.490

Cost of Living
Allowance:

Discontinued.

Night Shift
Premium:

25¢ (20¢) per hour.

Health and
Welfare:

Weekly Indemnity - Effective July 11, 1976, the following benefits will apply:

<u>Pay Grade</u>		<u>Amount of Benefit</u>
0-4	First 4 weeks	\$122 (\$111)
	Fifth and subsequent weeks	\$127 (\$116)
5-12	First 4 weeks	\$131 (\$119)
	Fifth and subsequent weeks	\$136 (\$124)
13 and over	First 4 weeks	\$139 (\$127)
	Fifth and subsequent weeks	\$144 (\$132)

Previously, the maximum period of coverage was 26 weeks. Now, employees with more than 5 years' service will receive an additional 13 weeks of benefits and employees with more than 10 years' service will receive an additional 26 weeks for totals of 39 weeks and 52 weeks respectively.

Pension Plan:

Improvements in the pension plan have been negotiated, but no details are available at this time.

Bereavement
Leave:

Grandmother and grandfather added to the definition of immediate family for 3 days' paid leave.

Canada Packers Ltd. at Charlottetown, P.E.I., Hull and Montreal Que., Bramalea and Toronto, Ont., St. Boniface and Winnipeg, Man., Moose Jaw, Sask., Edmonton, Red Deer and Lethbridge, Alta., and Vancouver, B.C. - Canadian Food and Allied Workers (AFL-CIO/CLC):
An 11-month renewal agreement effective from July 23, 1976 to May 31, 1977, with a wage increase retroactive to June 1, 1976, covering 5,500 employees settled at mediation. Duration of negotiations - 5 months.

Holdback:

Pending review by the Anti-Inflation Board of the increase shown below the employer will implement a general increase of 45¢ per hour and a job class incremental increase of only 1¢.

Wages:

<u>Effective</u>	<u>June 1/76</u>	<u>July 23/76</u>
------------------	------------------	-------------------

COLA Fold-in

13¢

General Increase

50¢

Increment

6½¢ (5½¢)

Prince Edward Island

Labourer

\$5.865
(\$5.365)

\$5.995

Tradesman

\$7.13
(\$6.63)

\$7.49

Quebec

Labourer

\$5.95
(\$5.45)

\$6.08

Tradesman

\$7.215
(\$6.715)

\$7.575

Ontario

Labourer

\$5.95
(\$5.45)

\$6.08

Tradesman

\$7.215
(\$6.715)

\$7.575

*Manitoba, Saskatchewan
and Alberta

Labourer

\$5.95
(\$5.42)

\$6.08

Tradesman

\$7.185
(\$6.685)

\$7.575

* In addition to the general increase of 50¢ per hour, designated plants at St. Boniface, Moose Jaw, Edmonton, Red Deer, and Lethbridge received a further increase of 3¢ per hour to eliminate the Prairie differential.

British Columbia

Labourer

\$5.995
(\$5.495)

\$6.125

Tradesman

\$7.26
(\$6.76)

\$7.62

Cost of Living
Allowance:

Discontinued.

Off Shift
Premium

25¢ (20¢) per hour.

Health and
Welfare:

Weekly Indemnity

Effective first pay period following date of ratification with amount of benefit determined by job rate bracket:

Group 1	First 4 weeks of sick pay	\$122(\$111)
	Fifth and subsequent weeks.....	\$127(\$116)
Group 2	First 4 weeks of sick pay	\$131(\$119)
	Fifth and subsequent weeks.....	\$136(\$124)
Group 3	First 4 weeks of sick pay	\$139(\$127)
	Fifth and subsequent weeks.....	\$144(\$132)

Pension Plan:

Contributory Benefit - from Apr. 1, 1948 to Dec. 31, 1975, \$1.00 per month per year of membership.

From Apr. 1, 1948 to Mar. 31, 1958, 75¢ per month per year of membership.

The above amounts are in addition to previous provisions.

Non-Contributory Benefit

- (a) Current Service - \$2.43 (\$2.25) per month times the number of years of seniority to a maximum of 30 years.
- (b) Past Service - \$2.43 (previously amounts varied) per month per year of past service.

Swift Canadian Co. Ltd., at Moncton, N.B., Toronto, Ont, St. Boniface, Man., Edmonton and Lethbridge, Alta., and Richmond, B.C. - Canadian Food and Allied Workers (AFL-CIO/CLC):
A 12-month renewal agreement effective from June 1, 1976 to May 31, 1977, covering 2,100 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Holdback:

Pending review by the Anti-Inflation Board of the wage increases shown below, the employer will implement a general increase of 45¢ per hour and a job class increment increase of only ½¢.

Wages:	<u>Effective</u>	<u>June 1/76</u>	<u>July 23/76</u>
	COLA Fold-in		13¢
	General Increase	50¢	
	Job Class Increments		6½¢ (5½¢)
	<u>New Brunswick</u>		
	Labourer	\$5.875 (\$5.375)	\$6.005
	Acetylene Welder	\$7.14 (\$6.64)	\$7.50
	<u>Ontario</u>		
	Labourer	\$5.95 (\$5.45)	\$6.08
	Acetylene Welder	\$7.215 (\$6.715)	\$7.575
	<u>Manitoba and Alberta</u>		
	Labourer	\$5.95 (\$5.42)	\$6.08
	Acetylene Welder	\$7.185 (\$6.685)	\$7.575

Note: In addition to the general increase of 50¢ per hour, designated plants at St. Boniface, Edmonton and Lethbridge received a further increase of 3¢ per hour to eliminate the Prairie differential.

British Columbia

Labourer	\$5.995 (\$5.495)	\$6.125
Acetylene Welder	\$7.26 (\$6.76)	\$7.62

Cost of Living
Allowance:

Discontinued.

Night Shift
Premiums:

25¢ (20¢) per hour for all hours worked between 6 p.m. and 6 a.m.

Paid Holidays:

Christmas Day, 1976, Boxing Day, 1976, and New Year's Day, 1977 will be observed as paid holidays on December 24, 1976, December 27, 1976, and December 31, 1976 respectively.

Paid Holiday Falling Within Employee's Vacation	Employees have option to elect another day off with 8 hours pay in substitution for the holidays (8 hours pay plus vacation pay).
Rate Maintenance/ Transfers Due to Technological Change:	When as a direct result of the introduction of new equipment, a job is discontinued and the incumbent is transferred to a lower rated job, his rate will not be reduced for a period of one year.
Renewal of Licenses/ Reimbursement:	Employer to reimburse engineers or mechanical tradesmen for renewal of licenses where considered necessary for the job (new).
Bereavement Leave:	Grandchild now included in the definition of immediate family for up to 3 days' paid leave.
Health and Welfare:	<u>Weekly Indemnity Plan</u> - Effective Aug. 1, 1976, benefits expressed as a percentage of weekly income will increase relative to the wage increase, effective the first full pay week following ratification.
Pension Plan:	<u>Basic Benefit</u> - Effective Aug. 1, 1976, \$8.50 (\$7.50) per month per year of service.

Heinz H.J., Company of Canada Ltd. at Leamington - Local P-459, Canadian Food and Allied Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1976 to Apr. 30, 1978, covering 1,000 employees, settled at the mediation stage. Duration of negotiations - 6 months.

Holdback: The wage increases reported below are subject to the approval of the Anti-Inflation Board. Pending approval, the employer will implement an 8% rate increase.

Wages:	Effective	<u>May 1/76</u>	<u>July 10/76</u>	<u>May 1/77</u>
COLA Fold-in			58¢	
General Increases		50¢		45¢
Light Production (Job Gr. 1)		\$5.15 (\$4.65)	\$5.73	\$6.18
Mechanic A (Job Gr. 9A)		\$6.52 (\$6.02)	\$7.10	\$7.55

Cost of Living Allowance: 1¢ per 0.5 increase in the Consumer Price Index (1961=100), adjusted quarterly (unchanged from previous agreement).

Shift Premiums: Effective July 10, 1976, 0-18¢-28¢ (0-15¢-25¢).

Paid Holidays: Effective May 1, 1977, one half day before Christmas and one half day before New Years Day for a total of 13 (12) days.

Paid Vacations: 2 weeks after 1 year of service (unchanged), 3 weeks after 5 (6) years, 4 weeks after 14 (15) years and 5 weeks after 20 years (unchanged).

Bereavement Leave: One day leave in event of death of son-in-law or daughter-in-law (new).

Health and Welfare: Dental Plan (new) - Effective May 1, 1977, employer will pay 100% of the premium.

Pension Plan: Basic Benefit - \$10 (\$8) per month per year of service.
Supplemental Benefit - Effective in the first year, \$5 (\$3) per month per year of service and effective in the second year, \$7 per month per year of service.

TOBACCO PRODUCTS

Benson & Hedges (Canada) Limited at Brampton - Local 325, Tobacco Workers (AFL CIO/CLC): A 24-month renewal agreement effective from Apr. 1 1976 to Apr. 11, 1978, covering 330 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 12/76</u>	<u>July 15/76</u>	<u>Apr. 12/7</u>
COLA		25¢		
Fold-in				
General		7.37%	10.9%	10%
Increases				
Classi- fication Adjustments		1¢-32¢ for selected classifications		
Wage Rational- ization		1¢-32¢ for selected classifications		
General Work- Light		\$5.54 (\$4.91)	\$6.14	\$6.75
General Work- Heavy		\$6.14 (\$5.47)	\$6.81	\$7.49
Machinist		\$8.71 (\$7.63)	\$9.65	\$10.62

Previous rates include an unscheduled cost-of-living adjustment of 2% made in November, 1975.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Cost-of-Living Provision: Discontinued.

Shift Premiums: Effective Apr. 12, 1977, 0 - 25¢ - 40¢ (0 - 20¢ - 35¢).

First Aider Premium: 5¢ per hour (new) whether on duty as First Aider or not.

Trainer Premium: 10¢ per hour (new).

Paid Vacation: Effective Apr. 12, 1977, 4 weeks after 10 (12) years and 5 weeks after 15 (17) years.

Bereavement Leave: 3 working days' paid leave upon the death of father, step-father, mother, step-mother, current spouse, child, brother, sister, father-in-law, mother-in-law, grandfather or grandmother (previously 1 to 3 working days' paid leave for father, step-father, mother, step-mother, husband, wife, child, brother or sister; 1 working day paid leave for father-in-law, mother-in-law, grandfather or grandmother).

Maternity Leave: Service requirement to qualify is 6 (12) months.

Jury Duty Leave: Employer makes up difference between fee for court witness duty (and, as previously, jury duty) and regular pay.

Welfare: Weekly Indemnity - Benefits are 70% (60%) of regular weekly salary, payable on a 1 - 1 - 8 - 26 (1 - 8 - 8 - 26) basis.

Long Term Disability Plan - Effective Apr. 12, 1977, employer pays 100% of cost of premiums for a plan providing benefits of 60% of earnings (new).

Extended Health Care Plan - Co-insurance of prescription drug refund plan discontinued (previously 90/10 co-insurance).

Dental Plan - Employer pays 50% of cost of premiums for optional dental plan with no deductible and 80/20 co-insurance (new).

RUBBER

Rubbermaid (Canada) Limited at Mississauga - Local 252, Auto Workers (CLC): A
24-month renewal agreement effective from July 1, 1976 to June 30, 1978, covering 280 employees, settled at the post-conciliation bargaining stage. Duration of negotiations-2 months.

Wages:	Effective	<u>July 1/76</u>	<u>July 1/77</u>
	General Increases	12%	10%
	Machine Operator Packer	\$4.47 (\$3.99)	\$4.92
	Maintenance Specialist	\$7.00 (\$6.25)	\$7.70
Shift Premiums:	0-18¢ - 18¢ (0-16¢ - 16¢).		
Paid Holidays:	One extra paid holiday in 1977 plus a Christmas shutdown in 1976 and 1977.		
Paid Vacations:	3 weeks after 5 (6) years.		
Welfare:	<u>Life Insurance</u> - \$7,000 (\$6,000).		
	<u>Weekly Indemnity Plan</u> - Benefits increase to 66 2/3% of weekly earnings to a maximum of \$133 (\$110) per week, payable as previously, on a 1-8-26 basis.		
	<u>Extended Health Care Plan</u> - Deductible of \$10 (\$25) for both single and family coverage.		
	<u>Dental Plan</u> - Effective July 1, 1977, employer pays 50% of cost of premiums of new basic dental plan.		

TEXTILE

Courtaulds (Canada) Limited and Caravelle Carpets Limited at Cornwall - Local 779, Textile Workers' Union of America (AFL-CIO/CLC): A 24-month renewal agreement effective from May 2, 1976 to Apr. 30, 1978, covering 570 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>May 2/76</u>	<u>May 1/77</u>
	General Increases	\$20 per week	36¢ per hour
	Yard Labourer	\$4.47 (\$3.97)	\$4.83
	Utility Operator	\$4.54 (\$4.04)	\$4.90
	Electrician	\$6.09 (\$5.59)	\$6.45

Shift Premiums: 0-12¢-18¢ (0-10¢-16¢).

Paid Vacations: 2 weeks after 1 year of service (unchanged), 3 weeks after 7 (10) years, 4 weeks after 15 (20) years, and 5 weeks after 25 years (unchanged).

Retirement and Disability Pension: The unit benefit rate will be \$4.25 (\$4.00) per year of service. Effective May 1, 1977, the rate will be \$4.50.

WOOD

Eddy Forest Products Limited (Wood Products Division) at Nairn - Local 2693, Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC): A 24-month renewal agreement effective from Sept. 1, 1975 to Aug. 31, 1977, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/75</u>	<u>Sept. 1/76</u>
General		71¢*	10%
Increases			
Additional Adjustments			25¢ for Electrician, Filer, Millwright, Mechanic and Planer-Set-up Man
General		\$5.22	\$5.77
Labourer		(\$4.51)	
Electrician		\$6.37	\$7.28
		(\$5.66)	

*Note: Increases are subject to approval by the Anti-Inflation Board.

Cost-of-Living Bonus: 24¢ float introduced. When calculating the 10% wage increase, this float will be added to the wage rates for the purpose of calculating the percentage increase in cents per hour only.

Sunday and Statutory Holiday Premium: Effective upon ratification, double time (time and one-half) after 8 hours' work.

Gillies Bros. & Co. Ltd. at Braeside - Local 2-375, Woodworkers (AFL-CIO/CLC):
A 12-month renewal agreement effective from July 1, 1976, to June 30, 1977, covering 280 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/76</u>
	General Increase	10% plus 5¢
	Labourer	\$4.67 (\$4.20)
	Electrician (licensed)	\$6.12 (\$5.52)
Shift	0-15¢-20¢ (0-13¢-18¢).	
Premiums:		
Saw Change Premium:	10 minutes' pay at time and one-half (\$1.00 per change).	
Paid Vacations:	3 weeks after 5(6) years, 4 weeks after 14(15) years and 5 weeks after 24(25) years.	
Clothing Allowance:	Employer supplies and pays 50% of cost of one complete uniform replacement per year for drivers (new).	
Severance Pay:	No maximum (previously maximum of 30 weeks' pay).	

PAPER AND ALLIED

Nashua Canada Limited at Peterborough - Local 520, Printing Specialties and Paper Products (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1976 to April 30, 1977, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/76</u>
	General Increases	57¢*
	General Help	\$5.16-\$5.22 (\$4.59-\$4.65)
	Electrician	\$5.98-\$6.19 (\$5.41-\$5.62)

*Note: Increases are subject to approval by the Anti-Inflation Board. 37¢ is payable immediately.

Probationary period is 60 days. Maximum rates for General Help reached after one 6-month increase and for Electrician after two 6-month increases.

Paid Holidays: Day before Christmas is added for a total of 12 (11).

Paid Vacations: 3 weeks after 5 (7) years.

METAL FABRICATING

Westeel Rosco Ltd., Toronto - Local 6448, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 14, 1976 to June 13, 1978 covering 320 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 14/76</u>	<u>June 14/77</u>
	General Increase	53¢	45¢
	Job Class Increment	12¢ (10.5¢)	13¢
	Job Class 1 (includes Cleaner)	\$5.11 (\$4.48)	\$5.56
	Job Class 17 (includes Tool and Die Maker)	\$7.03 (\$6.055)	\$7.64

*Note: Increases are subject to approval by the Anti-Inflation Board.

Cost-of-Living Provision: Discontinued.

Welfare: Weekly Indemnity Plan - Effective August 1, 1976, benefits increase to 66 2/3% of weekly earnings to a maximum of \$133 (\$123) payable, as previously on a 1-3-52 basis. Effective August 1, 1977 maximum increases to \$143.

Dental Plan - Effective August 1, 1976, employer pays 100% of cost of premiums of basic dental plan, based on 1975 (1973) Ontario Dental Association schedule.

Safety Shoe Allowance: \$15 (\$10) per year towards the cost of one pair of safety shoes.

Otaco Limited at Orillia - Local 4657, Steelworkers (AFL-CIO/CLC): A 30-month renewal agreement effective from July 1, 1976 to December 31, 1978, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/76</u>	<u>July 1/77</u>
	General Increases	50¢	30¢
	Material Handler	\$4.50 (\$4.00)	\$4.80
	Electrician	\$5.75 (\$5.25)	\$6.05
	Effective	<u>Jan. 1/78</u>	<u>July 1/78</u>
	General Increases	15¢	20¢
	Material Handler	\$4.95	\$5.15
	Electrician	\$6.20	\$6.40

Cost-of-Living Float: The 32¢ generated by the COLA clause contained in the previous contract will continue as a float. The COLA clause will be inoperative during the term of the contract.

Lead Hand Premium: 20¢ (15¢) per hour. Effective July 1, 1977, 25¢ per hour.

Paid Holidays: Effective July 1, 1977, December 31 added for a total of 13 (12) days.

Paid Vacations: 3 weeks after 6(8) years. Effective July 1, 1977, 4 weeks after 16 (18) years.

Bereavement Leave: One day's paid leave to attend funeral on death of mother-in-law, father-in-law, brother-in-law, and sister-in-law (new).

Welfare: Life Insurance and A.D. & D. - \$7,000 (\$6,000). Effective July 1, 1977, \$8,000.

MACHINERY

Wabco Limited at Stoney Creek - Local 558, Electrical Workers (U.E.) (CLC): A 12-month renewal agreement effective from Apr. 23, 1976 to Apr. 22, 1977, covering 297 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 23/76</u>
	General Increase	39.2¢ - 52.0¢ *
	Labour Grade 2	\$5.369 - \$5.472 (\$4.977 - \$5.083)
	Labour Grade 12 (includes Maintenance Electrician)	\$6.576 - \$6.942 (\$6.117 - \$6.456)
	Labour Grade 14 (includes Gaugemaker)	\$6.942 - \$7.407 (\$6.456 - \$6.887)
	Probationary period is 60 worked days. Maximum rates for Labour Grades 1 - 6 reached after one 3 - month increase, and for Labour Grades 7 - 14 after two 3 - month increases.	
	* Note: Increases are subject to approval by the Anti- Inflation Board.	
Welfare:	<u>Life Insurance for Retirees</u> - \$2,500 (\$1,500).	
Pension Plan:	Second year of three-year plan provides: \$8.50 (\$8.00) per month per year of service for employees who retire between Apr. 23, 1976 and Apr. 23, 1977. \$9.00 on or after Apr. 23, 1977. Bridge benefits of \$6.00 (\$5.50) per month per year of service. Effective Apr. 23, 1977, \$6.50.	
Safety Shoe Allowance:	\$10 per pair, once per year. (\$6 per pair on a one-time basis.)	
Safety Pre- scription Glasses:	One pair provided to employees working in areas where they are required (new).	

ELECTRICAL PRODUCTS

Rotor Electric Company Limited at Toronto - Local 6971, Steelworkers (AFL-
CIO/CLC): A 24-month renewal agreement effective from June 9,
1976 to June 8, 1978, covering 235 employees, settled at the
conciliation officer stage. Duration of negotiations - 3
months.

Wages:	Effective	<u>June 9/76</u>	<u>June 9/77</u>
	General Increases	6% plus 30¢	12%
	Additional Adjustments	12¢ for Rotor Sold- ering; 14¢ for Braz- ing Machine Operator; 55¢ for Diecasting Machine Operator.	
	Assembler	\$3.68-\$4.00 (\$3.19-\$3.49)	\$4.12-\$4.48
	Tool and Die Maker	\$6.18-\$6.50 (\$5.55-\$5.85)	\$6.92-\$7.28

Probationary period is 2 months. Maximum rates reached after two 6-week (2-month) increases.

Shift Premiums: Effective Aug. 1, 1976, 0-18¢-22¢ (0-15¢-20¢).

Pay for Work on Holidays: Employee on layoff who performs work within 5 working days preceding or succeeding a holiday receives holiday pay (new).

Paid Vacations: Effective Jan. 1, 1977, 3 weeks after 5 (6) years, 4 weeks after 15 (16) years.

Bereavement Leave: Grandparents added for 3 working days' paid leave.

Welfare: Weekly Indemnity Plan - Effective Aug. 1, 1976, benefits of 60% of weekly pay (\$60 per week).

Safety Shoe Allowance: \$20 per year where wearing of safety shoes is compulsory, 50% of cost to maximum of \$10 per year where not compulsory (new).

NON-METALLIC MINERAL PRODUCTS

Dontar Construction Materials Limited (Gypsum Products Division) at Caledonia - Local 14994, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 29, 1976 to February 28, 1978, covering 225 employees, settled during a work stoppage. Duration of negotiations - 7½ months.

ges: Retroactive pay of 50¢ per hour for the period from February 29 to May 9.

Effective	<u>July 30/76</u>	<u>Mar. 1/77</u>
General Increases	43¢*	46¢
Additional Adjustments	7¢ (6¢) between job classes beginning at Job Class 4	
Job Class 2 (includes Labour)	\$5.28 (\$4.85)	\$5.74
Job Class 16 (General Repair-Electrical)	\$6.24 (\$5.69)	\$6.70

*Note: Increases are subject to approval by the Anti Inflation Board. An additional 12¢ per hour will be paid retroactive to February 29, if approved by the Board.

Probationary period is 45 working days (45 calendar days)

Shift Premiums: 0 - 13¢ - 20¢ (0 - 12¢ - 18¢).

Unday Premium: 75¢ (50¢) per hour.

Said Vacations: 3 weeks after 5(7) years and 4 weeks after 12 (17) years.

Selfare: Weekly Indemnity Plan - Benefits of 66 2/3% of weekly earnings up to a maximum of \$113 per week, payable on a 1-4-39 (1-6 26) basis.

Safety Shoe Allowance: Employer contributes \$20 per year (new) toward the cost of safety shoes.

Canada Building Materials Ltd. and 19 other companies in the Toronto, Hamilton and London areas - Locals 230, 879 and 141, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers (Ind.) (ready-mix concrete employees): A 24-month renewal agreement effective from Apr. 1, 1976 to Mar. 31, 1978, covering 1,130 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Apr. 1/76</u>	<u>Nov. 1/76</u>	<u>Apr. 1/77</u>	<u>Nov. 1/77</u>
	General Increases	50¢*	35¢	40¢	35¢
	Warehouseman	\$7.70 (\$7.20)	\$8.05	\$8.45	\$8.80
	Ready-Mix Driver	\$7.80 (\$7.30)	\$8.15	\$8.55	\$8.90
	Mechanic	\$8.20 (\$7.70)	\$8.55	\$8.95	\$9.30

* NOTE: Paid for all hours worked and to employees who have returned to work. Effective the date of ratification, the 50¢ per hour to be incorporated into the rates and to apply for all hours worked including overtime.

Weekly Guarantee: Effective on ratification, \$140 (\$130) per week for junior employees and effective Apr. 1, 1977, \$150 per week. 42½ times hourly rate for senior employees (unchanged).

Paid Holidays: Heritage Day, if proclaimed as a statutory holiday, provide a total of 10 days. If not proclaimed, the second Sunday in February shall be paid at the straight time rate.

Paid Vacation: 2 weeks after 1 year of service, 3 weeks after 5 years (unchanged) and 4 weeks after 10 (12) years.

Health and Welfare: Life Insurance and A.D. & D. - \$12,000 (\$10,000).

Major Medical - \$10 (\$25) deductible per employee or per family.

Dental Plan - Adoption of 1976 Ontario Dental Association Schedule of Fees, and improved to include added periodontal and endodontic coverage.

Pension Plan: Employer monthly contribution per employee increased to \$30 (\$20).

MISCELLANEOUS MANUFACTURING

General Time of Canada Limited at Peterborough - Local 570, Electrical Workers (I.U.E.) (AFL-CIO/CLC): A 24-month renewal agreement effective April 22, 1976 to April 22, 1978, covering 320 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>April. 26/76</u>	<u>Oct. 25/76</u>
	Increases	30¢ for incentive work; 38¢ for non-incentive work.	10¢ for incentive work; 12¢ for non-incentive work.
	Additional Adjustments	10¢ for non-incentive work Grades 1-4, 15¢ for Toolmakers 1 and 2	
	Job Grade 1 (includes Assembler)	\$3.48 (\$3.00)	\$3.60
	First Class Toolmaker	\$6.80 (\$6.27)	\$6.92
	Effective	<u>Apr. 25/77</u>	<u>Oct. 24/77</u>
	Increases	24¢ for incentive work; 30¢ for non-incentive work.	8¢ for incentive work; 10¢ for non-incentive work.
	Additional Adjustments	10¢ for non-incentive work Grades 1-4, 15¢ for Toolmakers 1 and 2	
	Job Grade 1 (includes Assembler)	\$4.00	\$4.10
	First Class Toolmaker	\$7.37	\$7.47
Paid Holidays:	One floating day is added and ½ day before Christmas dropped for a total of 11 (10½).		
Paid Vacations:	3 weeks after 5 (6) years, 4 after 15 (17) years and 5 weeks after 25 (27) years.		
Welfare:	<u>OHIP and Semi-Private Hospitalization</u> - Employer pays 100% of the premiums for OHIP and Semi-Private Hospitalization up to a maximum of \$16 OHIP and \$1 Semi-Private Hospitalization for each employee and \$16 and \$1 respectively for dependent (previously up to a maximum of \$12 for both plans).		

Monsanto Canada Limited at Woodbridge - Local 1438, Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1976 to June 30, 1978, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 1/76</u>	<u>July 1/77</u>
	General Increases	50¢	45¢
	Additional Adjustments	10¢ for maintenance employees	10¢ for maintenance employees
	Class C (Includes Packing & Wrapping)	\$4.63 (\$4.13)	\$5.08
	Maintenance "B"	\$6.22 (\$5.62)	\$6.77
Shift Premiums:	0-18¢-22¢ (0-16¢-20¢). Effective July 1, 1977, 0-19¢-23¢.		
Welfare:	<u>Life Insurance</u> - \$7,000 (\$5,000).		
Pension Plan:	Effective July 1, 1977, \$6.00 (\$5.00) per month per year of service.		
Meal Allowance:	\$2.75 (\$2.25). Effective July 1, 1977, \$3.00.		
Safety Shoe Allowance:	Employer contributes up to a maximum of \$20 (\$5) per year toward the cost of safety shoes.		
Safety Glasses:	Employer pays 100% of the cost of one pair of safety glasses per year.		

Cooper of Canada Ltd. at Toronto - Local 366, International Brotherhood of Pottery and Allied Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 7, 1976 to July 6, 1978, covering 700 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>July 7/76</u>	<u>July 7/77</u>
	Increases	28¢ - 40¢	25¢

Effective July 7/76 July 7/76

Non-incentive
Hourly Rates

Grade 1 Labourer	\$2.74 - \$3.16 (\$2.46 - \$2.88)	\$2.99 - \$3.41
Grade 8 Leather Issuer	\$4.01 - \$4.69 (\$3.73 - \$4.41)	\$4.26 - \$4.94
* Grade S4 Carpenter 111	\$5.60 - \$6.10	\$5.85 - \$6.35

* A new skilled trades structure
was inaugurated with this agree-
ment.

Incentive Hourly
Rates

Grade 1 Labourer	\$2.65 - \$3.61 (\$2.25 - \$3.21)	\$2.90 - \$3.86
Grade 8 Puritan Operator	\$3.79 - \$5.27 (\$3.47 - \$4.95)	\$4.04 - \$5.52

Paid Vacation: 2 weeks after 1 year of service (unchanged), 3 weeks
after 9 years (unchanged) and 4 weeks after 15 (18)
years.

Health and Welfare: Weekly Indemnity - Payment of 66 2/3% of insurable
earnings (maximum of \$113 per week) as defined by
the Unemployment Insurance Act and modified to provide
coverage from 1st (8th) day in the case of hospitalized
illness.

RCA Limited at Smiths Falls - Local 542, Electrical Workers (I.U.E.) (AFL-CIO/CLC):
A 24-month renewal agreement from April 28, 1976 to April 27,
1978, covering 320 employees, settled at the bargaining stage.
Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 28/76</u>	<u>Apr. 28/77</u>
		32¢ [*]	32¢
	General Increase		
	COLA Fold-in	20¢	
	Labour Grade 2 (includes Assembler Operator)	\$3.95 - \$4.14 (\$3.43 - \$3.62)	\$4.27 - \$4.46
	Labour Grade 15 (includes Electrician "A")	\$5.11 - \$5.37 (\$4.59 - \$4.85)	\$5.43 - \$5.60

* Note: Increases are subject to approval by the Anti-Infl Board. An additional skill adjustment, to Labour 15 and 16, of 25¢ per hour will be retroactive to 28, 1976, if approved by the Board.

Probationary period is 2 months. Maximum rates reached after 12 months.

Cost-of-Living Provision:

Discontinued.

Paid Vacations:

5 weeks after 25 years (new).

Welfare:

Weekly Indemnity Plan - Benefits increase to 66 2/3 of weekly earnings to a maximum of \$133 (\$113) per week payable as previously on a 1-8-26 basis.

MINING

Dome Mines Ltd. at South Porcupine - Local 7580, United Steelworkers of America (AFL-CIO/CLC): A 10-month renewal agreement effective from July 4, 1976 to Apr. 18, 1977 with wage increases retroactive to Apr. 21, 1976, covering 600 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 21/76</u>	<u>June 28/76</u>	<u>Nov. 15/76</u>
General Increases		12¢	6¢	12¢
Surface Labourer Job Class 1		\$4.73 (\$4.61)	\$4.79	\$4.91
Motor Mechanic Class A Job Class 15		\$5.77 (\$5.65)	\$5.83	\$5.95

Shift Premium: Effective June 28, 1976 - 0-10¢-14¢ (0-8¢-12¢).

Sunday Premium: Effective June 28, 1976 - 25¢ (20¢) per hour.

Health and Welfare:

OHIP - Employer pays 100% (90%) of premiums.

Extended Blue Cross Health Care Plan - To include employee's family for personal prescription eye glasses with the monthly premium of 50¢ (unchanged) for single employees and \$1.40 for married employees, paid 90% by the employer.

Mattabi Mines at Ignace - Local 7879, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 16, 1976 to May 16, 1978, covering 210 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 16/76</u>	<u>May 16/77</u>
	Increases	12%*	8%
	Labourer	\$5.35 (\$4.78)	\$5.78
	Tradesman I	\$7.00 (\$6.25)	\$7.56

* Note: Increases are subject to approval by the Anti-Inflation Board. 44¢ is payable immediately.

Cost-of-Living Allowance: If the April 1977 Consumer Price Index exceeds that of April 1976 by more than 8%, an adjustment of 1% for each 1% rise in the CPI in excess of the 8% increase will be paid May 16 1977. (1¢ per hour per 0.4 increase in the CPI.)

Shift Premium: 0-15¢-25¢ (0-12¢-18¢).

Sunday Premium: 90¢ (75¢) per hour. Effective May 16, 1977, \$1.00 per hour.

Welfare: Life Insurance and A.D. and D. - \$10,000 (\$8,000).

Weekly Indemnity Plan - Benefits increase to \$125 (\$100) per week payable, as previously, on a 1-1-8-52 basis. Effective May 16, 1977, benefits increase to \$150 per week.

Dental Plan - Effective May 16, 1977, if 60% enrollment, employer pays 80% of cost of new basic dental plan, using 1976 Ontario Dental Association schedule of fees.

If less than 60% enrollment, employer contribution is diverted to pension plan. Effective January 1, 1978 pension plan benefits would then increase to \$5.00 (\$4.00) per month per year of service.

Safety Clothing and Equipment Allowance: \$35 per year (new).

Paid Holidays: One floating day added in 1977 for a total of 11 (10) days.

TRANSPORTATION

Canadian National Railway Co., Canada-wide (excluding Newfoundland) - Brotherhood of Locomotive Engineers: Two 24-month renewal agreements effective from Jan. 1, 1976 to Dec. 31, 1977, covering 1,915 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Jan. 1/77</u>
	General Increases	11%	8.2%
	<u>Daily Rates</u>		
	Yard and Transfer Service	\$60.66 (\$54.65)	\$65.68
	Rotary Snow Plow Service	\$42.87 (\$39.21)	\$46.42

Note: Previous rates include COLA adjustment of 0.7 percent retroactive to May 1, 1975.

Cost of Living Allowance: In the event the December 1976 CPI (1971 equals 100) exceeds the December 1975 CPI by more than 8%, effective Dec. 31, 1976 all rates will be increased by this excess amount.

Health and Welfare: Weekly Indemnity - Effective Jan. 1, 1976, maximum payment is increased to \$133 (\$123) per week to conform to benefits under UIC. Effective Jan. 1, 1977, maximum payment will be adjusted if UIC benefit is increased.

Canadian Pacific Ltd., Canada-wide - Brotherhood of Locomotive Engineers: Two 22-month renewal agreements effective from Mar. 16, 1976 to Dec. 31, 1977, with wages retroactive to Feb. 13, 1976, covering 1,900 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Feb. 13/76</u>	<u>Jan. 1/77</u>
	General Increases	11%	8.2%

Other settlement details are similar to those reported for Canadian National Railway Company - Brotherhood of Locomotive Engineers reported on page 396.

EDUCATION AND RELATED SERVICES

Halton Board of Education at Burlington - Local 1011, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from July 1, 1976 to June 30, 1977, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/76</u>
	General Increase	15%*
	Caretaker	\$5.29-\$5.57 (\$4.60-\$4.84)
	Maintenance I	\$6.53 (\$5.68)

Probationary period is 3 months. Maximum rates for Caretaker reached after one 3-month, one 9-month and one 6-month increase.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premiums: 0-20¢-20¢ (0-15¢-15¢).

Paid Holidays: 4 weeks after 12 (13) years and 5 weeks after 20 (23) years.

Lanark County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 267 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	9.6% rounded to nearest \$10 per year
	Teacher Category D (0-5 years)	\$8,550-\$11,730 (\$7,800-\$10,700)
	Teacher Category A4 (0-12 years)	\$14,110-\$25,810 (\$12,870-\$23,550)

Cost-of-Living Provision: Discontinued.

Welfare: Life Insurance - Coverage of 1x salary to maximum of \$35,000 (\$25,000) for employees without dependents; 3x (2x) salary to maximum of \$75,000 (\$50,000) for employees with dependents.

Supplements: Teacher with Master's Degree - \$720 (\$600) per year.

Teacher with subject specialization - supplement to be reduced by 25% per year (previously \$250-\$750 per year).

Metropolitan Separate School Board at Toronto - Local 1280, Canadian Union of Public Employees (CLC) (maintenance, service and plant employees): A 12-month renewal agreement effective from July 1, 1976 to June 30, 1977, covering 615 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	July 1/76
	General Increase	64¢
	Classification Adjustments	10¢ for truck drivers and couriers
	Matron	\$4.51 (\$3.87)
	Assistant Caretaker	\$5.65 (\$5.01)
	Truck drivers and Couriers	\$5.75 (\$5.01)
	Head Caretaker	\$6.01 - \$6.72 (\$5.37 - \$6.08)
	Carpenter, Senior	\$8.52 (\$7.88)
Holiday Pay for Probationary Employees (new):	Probationary employees to be paid for all statutory holidays as they occur.	
Paid Vacation:	3 weeks after 1 year of service, 4 weeks after 13 years and 5 weeks after 22 years (all unchanged). Effective in 1977, 5 weeks after 20 years and 6 weeks after 30 years (new).	
Job Security Clause:	Any employee hired before Jan. 1, 1974 (Jan. 1, 1972), is protected against lay-off due to contracting out.	
Sick Leave Reimbursement:	On death or retirement a cash payment for percentage of unused sick leave according to the following schedule: 1% per year for the first 10 years; 2% per year for each additional year up to 14 years; 3% per year for each additional year up to a maximum of 50% of annual salary. (Previously employee was required to have 10 years of service.)	
Bereavement Leave:	5 days off with pay for death in immediate family - spouse, parent, child, brother or sister and 2 days off with pay for death of an aunt, uncle, grandparent, brother-in-law, sister-in-law, son-in-law or daughter-in-law. Travelling time at management's discretion, to be allowed and deducted from accumulated sick leave. (Formerly 3 days off for death in immediate family - spouse, child, mother, father, brother, sister, mother-in-law, father-in-law, grandparent or grand-child.)	

Leave of Absence:	In the event of a criminal or quasi - criminal charge, should such charges or action be dropped or should the employee be found not guilty, the employee will be paid for days absent in court and such days will be deducted from accumulated sick leave.
Overtime Pay Guarantee:	An employee to be guaranteed a minimum of three hours for any overtime that does not overlap with his normal working hours (new).
Health and Welfare:	<u>Life Insurance</u> - Board will pay the full cost of a paid-up life insurance policy of \$2,500 for retiring employees. (Employer paid 50%.) Coverage extended to 3 times annual earnings for all full-time employees (only for male employees and female with one or more dependents; and \$5,000 for unattached female). <u>Dental Plan</u> - Effective Jan. 1, 1977, Green Shield Plan will be implemented and employer will pay 75% of the premium (new).
Mileage Allowance:	18¢ per mile (15¢ per mile) for caretakers.
Car Allowance:	\$125 per month (\$100 per month) for maintenance employees.
Safety Shoes:	Up to \$20 per year for purchase of safety boots for maintenance employees (new).

Simcoe County Board of Education - Federation of Women Teachers' Associations of Ontario, the Ontario Public School Men Teachers' Federation and L'Association des enseignants franco-ontariens (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 1,200 teachers settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/76</u>
	<u>Annual Rates</u>	
	Teacher Category 2 (0-8 years' experience)	\$9,215 - \$14,690 (\$8,725 - \$13,925)
	Teacher Category 4 (0-11 years' experience)	\$11,465 - \$19,890 (\$10,875 - \$18,850)
	Teacher Category 7 (0-11 years' experience)	\$14,015 - \$25,340 (\$13,275 - \$24,000)

	Effective	Sept. 1/76
	<u>Principals</u>	
	"A" Schools (16 or more teachers) (0-4 years' experience)	\$28,865 - \$31,415 (\$27,350 - \$29,750)
	"B" Schools (8 to 15 teachers) (0-4 years' experience)	\$27,815 - \$30,340 (\$26,350 - \$28,750)
	"C" Schools (1 to 7 teachers)	Annual salary grid plus \$700 (\$660) per teacher to a maximum of \$27,815 (\$26,350).
Responsibility Allowances:	<u>Vice Principals</u> - Annual salary grid plus \$2,375 (\$2,250) the first year of service, \$2,575 (\$2,450) the second, and \$2,800 (\$2,650) for remaining years of service.	
	<u>Consultants</u> - \$3,500 (\$3,325).	

University of Guelph at Guelph - Local 1334, Canadian Union of Public Employees (CLC) (firemen, trades, service and maintenance employees):
wage reopener effective from May 1, 1976 to Apr. 30, 1977, covering 448 employees, settled at the conciliation officer stage. Duration of negotiations-4 months.

Wages:	Effective	May 1/76
	General Increase	11.5%*
	Building Custodian 1	\$4.25 (\$3.81)
	Fireman	\$5.41-\$6.31 (\$4.85-\$5.66)
	Electrician	\$6.81 (\$6.11)

Probationary period is 3 months. Maximum rate for Fireman reached after three 1-year increases.

*Note: Increases are subject to approval by the Anti-Inflation Board. 8% is payable immediately.

Shift Premiums: Effective July 1, 1976, 0-20¢-25¢(0-17¢-22¢).

Sunday Premium: 55¢(50¢) per hour.

Paid Vacation: 4 weeks after 12(15) years and 22 days after 20 years (new).

University of Toronto - Local 204, Service Employees International Union (AFL-CIO/CLC) (non-teaching employees): A 24-month renewal agreement effective from July 1, 1976 to June 30, 1978, covering 750 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	July 1/76	July 1/77
General Increases		40¢	33¢
Service Worker		\$5.25 (\$4.85)	\$5.58
Chief Mtce. Worker		\$6.70 (\$6.30)	\$7.03

Pension Plan: If recommended by the Anti-Inflation Board, effective in the second year, a revised plan will provide full retirement benefits at age 65 for all employees presently 59 years of age or younger. Older employees would continue to be retired with full benefits at age 68 but would receive severance pay derived from a special plan funded by the employer at the rate of 15¢ per hour per employee. (The present plan provides for retirement at age 68 with full benefits which are actuarially reduced with earlier retirement.)

HEALTH AND WELFARE SERVICES

Peel Memorial Hospital at Brampton - Local 204, Service Employees International Union (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 1, 1976 to Mar. 31, 1978, covering 395 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Effective	Apr. 1/76	Jan. 1/77	Sept. 1/77
General Increases	\$50*	\$50	\$50
Additional Adjustments	\$8 for maintenance classifications	\$7 for maintenance classifications	
Aide	\$745-\$775 (\$695-\$725)	\$795-\$825	\$845-\$875
Porter/ Cleaner	\$845-\$875 (\$795-\$825)	\$895-\$925	\$945-\$975
RNA	\$900-\$930 (\$850-\$880)	\$950-\$980	\$1000-\$1030

Effective	<u>Apr. 1/76</u>	<u>Jan. 1/77</u>	<u>Sept. 1/77</u>
Maintenance I (includes Electrician)	\$1083-\$1113 (\$1025-\$1055)	\$1140-\$1170	\$1190-\$1220

Probationary period is 3 months. Maximum rates reached after two 6-month increases.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premiums: 0-\$1.40-\$1.40 (0-\$1.00-\$1.00). Effective Apr. 1, 1977, 0-\$1.55-\$1.55.

Call Back Pay: minimum of 3(2) hours at time and one-half.

Standby Pay: 1 1/2 hours' pay at straight time per eight-hour shift on standby (new).

Paid Holidays: Boxing Day is added for a total of 11 (10).

Paid Vacations: Effective Jan. 1, 1977, 3 weeks after 4(5) years and 4 weeks after 13(15) years.

Welfare: Extended Health Care Plan - Effective Nov. 1, 1976, employer pays 50% of cost of premiums for plan with \$10/\$20 deductible, no co-insurance (previously employer paid 75% of cost of premiums for plan with \$25/\$50 deductible, 80/20 co-insurance).

Temporary Transfer: An employee relieving in a higher-rated classification for 2 or more consecutive full shifts receives the next higher rate of pay for the classification to which he is transferred (new).

St. Vincent Hospital at Ottawa - Local 796, International Operating Engineers (AFL-CIO/CLC) (non-medical employees): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 475 employees, settled at the arbitration stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Jun. 1/76</u>
General Increase		6.5%*	4.75%* (non-compounded)

Effective	<u>Jan. 1/76</u>	<u>Jun. 1/76</u>
Maid	\$692.25-\$756.15 (\$650-\$710)	\$723.13-\$789.88
Orderly with training	\$830.70-\$926.55 (\$780-\$870)	\$867.75-\$967.88
RNA	\$862.65-\$926.55 (\$810-\$870)	\$901.13-\$967.88
Electrician	\$1258.83 (\$1,182)	\$1314.98

Probationary period is 65 worked days (90 calendar days). Maximum rates for Maid and RNA received after 2 one-year increases, and after 3 one-year increases for Orderly.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Group Leader Premium: \$10.00 (\$5.00) per week.

Long Service Premium: \$3 per week after 20 years' service (new).

Paid Holidays: 1 floating day added in 1976 only.

Welfare: OHIP - Employer pays 100% (85%) of cost of premiums.

Sunnybrook Hospital and 42 other hospitals located throughout Ontario - Various Locals, Service Employees' International Union (AFL-CIO/CLC): Renewal agreements with 18 hospitals whose previous agreements expired Dec. 31, 1975, and with 25 hospitals whose previous agreements expired Mar. 31, 1976. All 43 renewal agreements, covering a total of 8,000 employees, expire Mar. 31, 1978 and were settled at the conciliation officer stage. Duration of negotiations - 8 months.

New Bargaining Structure: This settlement is the first occasion these 43 hospitals have bargained jointly. As such, certain individual agreements may have previously contained provisions providing greater entitlement than provided by this settlement. In this case, the greater entitlement will prevail in such agreements.

Holdback: The wage increases reported below are subject to the approval of the Anti-Inflation Board, and will not be implemented until a decision has been rendered.

Wages:	Effective	<u>Jan. 1/76*</u>	<u>Apr. 1/76</u>	<u>Jan. 1/77</u>	<u>Sept. 1/77</u>
	General	\$35 per	\$50 per	\$50 per	\$50 per
	Increases	month	month	month	month

Sunnybrook Hospital

Monthly Rates

Effective	<u>Apr. 2/76</u>	<u>June 11/76</u>
Housekeeping Aide	\$758 - \$780 (\$708 - \$730)	
Nurse's Aide	\$773 - \$795 (\$723 - \$745)	
Nursing Orderly	\$900 - \$920 (\$850 - \$870)	
Electrician	\$1,084 - \$1,124 (\$1,034 - \$1,074)	\$1,192 - \$1,132
Effective	<u>Jan. 7/77</u>	<u>Sept. 2/77</u>
Housekeeping Aide	\$808 - \$830	\$858 - \$880
Nurse's Aide	\$823 - \$845	\$873 - \$895
Nursing Orderly	\$950 - \$970	\$1,000 - \$1,020
Electrician	\$1,149 - \$1,189	\$1,199 - \$1,239

* Up to \$35 per month maximum increase effective Jan. 1, 1976 applies only to the 18 hospitals whose previous agreement expired Dec. 31, 1975. The increase will provide monthly rates not to exceed those reported below:

	<u>Maximum per month</u>
Aide-Maid	\$730
Porter-Janitor-Cleaner	\$820
RNA-Orderly	\$870
1st Cook	\$890
Qualified Ambulance Attendant	\$950
Journeyman-Electrician	\$1,074

Adjustments

Maintenance Classification - In designated hospitals, effective the first pay period following ratification, an additional \$8 per month and effective Jan. 1, 1977, an additional \$7 per month.

Ambulance Attendant - Effective the first pay period following ratification, adjustments to provide a monthly rate of \$950 will be made. (West Haldimand excepted). Bonuses and allowances to provide monthly rates not to exceed those negotiated below:

Apr. 1, 1976.....	\$1,000
Jan. 1, 1977	\$1,050
Sept. 1, 1977	\$1,100

RNA-Orderly - RNA rates that do not equal the maximum Orderly rate shall have the differential reduced by half the first pay period following ratification. The second half of the differential is payable Jan. 1, 1977. In no case shall this adjustment allow the maximum of the monthly RNA salary scale to exceed \$920 per month in 1976 or \$970 per month for the period Jan. 1, 1977 to Sept. 1, 1977.

Where the maximum of RNA-Orderly rates do not equal \$870 per month as of Mar. 31, 1976, the differential shall be reduced by half the first pay period following ratification. The second half of the differential is payable Jan. 1, 1977. (Higher rates in effect for Greater Niagara General and St Catharines General Hospitals shall remain in effect for this renewal agreement only.)

Shift Premiums:	Effective the first pay period following ratification, \$1.40 per shift. Effective Apr. 1, 1977, \$1.55 per shift.
Call-back Pay:	Minimum of 3 hours pay at time and a half.
Stand-by Pay:	Effective the first pay period following ratification, 75¢ per hour. Effective Apr. 1, 1977, \$1 per hour.
Overtime Rate of Pay:	Time and a half for hours worked in excess of normal daily or bi-weekly hours.
Paid Holidays:	In 1976, eleventh paid holiday, date to be determined by local negotiations. If the Province of Ontario proclaims Heritage Day as a holiday, this day will be observed as the holiday.
Paid Vacation:	2 weeks after 1 year of service, 3 weeks after 5 years and 4 weeks after 15 years. In 1977, 2 weeks after 1 year (unchanged), 3 weeks after 4 years and 4 weeks after 13 years.

Health and Welfare: OHIP - The employer pays 100% of the current premium.
Blue Cross Extended Health Care Plan - Effective Nov. 1, 1977, employer pays 50% of the current premium (\$10 single and \$20 family deductible, no co-insurance) for participating employees. All eligible future employees will be required to enrol.

Bereavement Leave: Immediate family to include mother-in-law and father-in-law.

Court Leave: An employee to receive regular rate of pay.

Notice of Lay-off: For lay-offs longer than 8 weeks:

<u>Length of Service</u>	<u>Notice</u>
An employee with seniority, and up to 2 years of service	1 week
2 years	2 week
5 years	4 week
10 years	8 week

PERSONAL SERVICES

Atlific Restaurants (Toronto-Dominion Centre) at Toronto - Locals 254, 280 and 299, Hotel and Restaurant Employees' and Bartenders' International Union (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1976 to March 31, 1978, covering 235 employees, settled at the conciliation officer stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>Apr. 1/76</u>	<u>Apr. 1/77</u>
	General Increases	25¢ to 50¢	30¢ to 45¢
	Waiter	\$2.75 (\$2.50)	\$3.05
	Head Saucier	\$5.75 (\$5.25)	\$6.20

Paid Vacations: 3 weeks after 6 (7) years.

Welfare: OHIP - Employer contributes \$16 (\$11) per month for single coverage and \$32 (\$22) per month for family coverage.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (general services group, supervisory and non-supervisory): Two 12-month renewal agreements effective from Dec. 29, 1975 to Dec. 26, 1976, covering a total of 13,190 employees (1,910 supervisory and 11,280 non-supervisory), settled at the bargaining stage. Duration of negotiations - 10 months.

Wages: Effective July 5/76
Average Increase 11% with a minimum increase of 9.5% to key levels.

Non-Supervisory Rates

<u>Sub-Group</u>	<u>Ottawa</u>	<u>Halifax</u>	<u>Vancouver</u>
Building Services (Levels 1-12)	\$3.30 - \$7.39 (\$2.89 - \$6.73)	\$3.16 - \$7.07 (\$2.87 - \$6.42)	\$3.71 - \$8.31 (\$3.10 - \$7.23)
Food Services (Levels 1-9)	\$3.24 - \$7.11 (\$2.87 - \$6.51)	\$3.02 - \$6.69 (\$2.87 - \$6.07)	\$3.58 - \$7.92 (\$2.89 - \$7.27)
Laundry Services (Levels 1-11)	\$3.27 - \$7.49 (\$2.98 - \$6.83)	\$3.18 - \$7.28 (\$2.90 - \$6.64)	\$3.61 - \$8.25 (\$3.08 - \$7.10)
Messenger Services (Levels 1-12)	\$3.26 - \$7.60 (\$2.91 - \$6.78)	\$3.24 - \$7.55 (\$2.93 - \$6.83)	\$3.50 - \$8.16 (\$3.01 - \$7.02)
Miscellaneous Personal Services (Levels 1-12)	\$3.73 - \$6.04 (\$3.40 - \$5.50)	\$3.13 - \$5.07 (\$2.87 - \$4.61)	\$3.73 - \$6.04 (\$3.39 - \$5.48)
Protective and Custodial Services (Levels 1-13)	\$3.80 - \$7.05 (\$3.47 - \$6.44)	\$3.34 - \$6.19 (\$3.04 - \$5.61)	\$3.76 - \$6.97 (\$3.42 - \$6.35)
Stores Services (Levels 1-10)	\$3.47 - \$8.10 (\$3.11 - \$7.27)	\$3.23 - \$7.54 (\$2.94 - \$6.87)	\$3.92 - \$9.14 (\$3.47 - \$8.14)

NOTE: On Apr. 1, 1976, rates less than \$2.90 per hour were increased to this level.

The number of zones has been reduced to 22 from 25.

Salary Supplement: For the period Dec. 29, 1975 to July 5, 1976, a salary supplement of \$83 for each calendar month in which an employee was entitled to receive at least 10 days' pay, to a maximum of \$498 for six months.

Shift Premiums: 0-16¢-23¢ (0-12½¢-18½¢).

Paid Vacation: Effective Apr. 1, 1976, 2 weeks after 1 year of service (unchanged), 3 weeks after 3 (4) years, 4 weeks after 15 (18) years, and 5 weeks after 28 (30) years.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (information services group): A 12-month renewal agreement effective from Dec. 24, 1975 to Dec. 26, 1976, covering 820 employees, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	<u>Dec. 24/75</u>
	Increases	
	Level 1	11%
	Level 2	9.5%
	Level 3	8.5%
	Level 4	7.5%
	Level 5	6.5%
	<u>Annual Rates</u>	
	IS-1	\$9,257 - \$14,737 (\$8,340 - \$13,277)
	IS-5	\$24,807 - \$28,189 (\$23,293 - \$26,469)
Travelling Pay:	Compensation of up to 3 hours' pay for stop-overs (new).	
Meal Allowance:	\$2.50 (\$2.25) after 3 hours of overtime.	

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (CLC) (clerical services category): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 9,540 employees, settled by arbitration. Duration of negotiations - 11 months. (The agreement covers salaries only.)

The Clerical Service Category is comprised of classifications previously contained in the General Services Category which is now eliminated.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	7% plus \$15 per week
	<u>Weekly Rates</u>	
	Clerk 1 General	\$124.73 - \$143.67 (\$102.55 - \$120.25)
	Clerk 5 General	\$231.19 - \$267.77 (\$202.05 - \$236.23)

Holdback: Pending review by the Anti-Inflation Board, an interim increase of \$15 per week will be implemented.

Ontario Government - Ontario Public Service Employees Union (CLC) (general operational services category): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 5,100 employees, settled by arbitration. Duration of negotiations - 11 months. (The agreement covers salaries only.)

The General Operational Services Category is comprised of classifications previously contained in other categories now reorganized or eliminated.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	12%
	Building Cleaner 1	\$4.05 - \$4.19 (\$3.62 - \$3.74)
	Clerk 1 Supply	\$4.12 - \$4.41 (\$3.68 - \$3.94)
	Clerk 6 Supply	\$6.83 - \$7.32 (\$6.10 - \$6.54)

Ontario Government - Ontario Public Service Employees Union (CLC) (maintenance services category): A 15-month renewal agreement for some employees and a 12-month renewal agreement for others (depending on expiry date of previous agreements), effective from either Oct. 1, 1975 or Jan. 1, 1976, to Dec. 31, 1976, covering 6,750 employees, settled by arbitration. Duration of negotiations - 11 months. (The agreement covers salaries only.)

The Maintenance Services Category is comprised of classifications previously contained in other categories now reorganized or eliminated.

Wages:	Effective	<u>Oct. 1/75 or Jan. 1/76</u> (depending on expiry date of previous agree- ment)
	General Increase	4.5% plus \$16 per week
	<u>Weekly Rates</u>	
	Driver 1	\$214.55 - \$221.66 (\$190.00 - \$196.80)
	Construction Safety Officer	\$328.38 - \$350.47 (\$298.93 - \$320.07)

Ontario Government - Ontario Public Service Employees Union (CLC) (office services category): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 7,455 employees, settled by arbitration. Duration of negotiations - 11 months. (The agreement covers salaries only.)

The Office Services Category is comprised of classifications previously contained in the General Services Category which is now eliminated.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	7% plus \$15 per week
	<u>Weekly Rates</u>	
	Clerical Typist 1	\$130.93 - \$150.85 (\$108.35 - \$126.96)
	Supreme Court Reporter	\$343.53 - \$411.46 (\$307.04 - \$370.52)

Holdback: Pending review by the Anti-Inflation Board, an interim increase of \$15 per week will be implemented.

The Workmen's Compensation Board, province-wide - Local 1750, Canadian Union of Public Employees (CLC): A 12-month first time agreement effective from Oct. 3, 1975 to Sept. 30, 1976, covering 1,200 employees, settled at the mediation stage. Duration of negotiations - 9 months.

Wages:

Effective Oct. 3/75

General Increase 18%

Annual Rates

Senior Administrative

Auditor \$10,925 - \$15,755
(Level 70)

Social Worker \$15,870 - \$22,540
(Level 75)

Clerical and Administrative

Filing Clerk, 4 \$6,219.20 - \$7,295.60
(Salary Grade 11)

Group Leader, Controllers \$12,558.00 - \$15,727.40
(Salary Grade 3)

Industrial

Sewing Machine Operator \$7,179.12 - \$7,854.08
(Salary Grade 21)

Electrician, 2 \$12,946.96 - \$14,051.44
(Salary Grade 29)

Weekly Rates

Treatment

Registered Nursing \$166.75 - \$197.80
Assistant
(Salary Grade 41)

Orthopaedic Appliance \$225.38 - \$254.88
and Plaster Technician
(Salary Grade 55)

Hours of Work: Clerical and Administrative - 7½ hours per day and 36½ hours per week.

Industrial - 8 hours per day and 40 hours per week.

Overtime: Time and a half after regular daily hours and first regularly scheduled day off. Double time on second scheduled day off.

Call-back Pay: 4 hours minimum at time and a half.

Shift Premium: 16¢ per hour for hours worked between 5 p.m. and 7 a.m. Where more than 50% of the hours worked fall within this period, the premium will be paid for all hours worked.

Paid Holidays: 11 days.

Paid Vacation: 3 weeks after 1 year of service, 4 weeks after 15 years and 5 weeks after 25 years.

Bereavement Leave: 3 days' paid leave in the event of death of spouse, parent, child, brother, sister, parent-in-law, grandparent, grandchild, son-in-law or daughter-in-law. An additional two days will be granted for funerals outside of the province.

Maternity Leave: Maternity leave of at least 17 weeks commencing during the period of 11 weeks immediately preceding the estimated day of delivery.

Jury Duty: An employee receives salary while on leave and gives any payment received from the sheriff to the employer.

Health and Welfare: OHIP - Employer pays 90% of the current premium.

Blue Cross Extended Health Care Plan and Blue Cross Plan for Semi-Private Coverage - Employer pays 100% of the current premiums.

Long Term Disability - Benefits equal to 66 2/3 % of earnings. Employee contributes 0.4% of his salary and the employer pays the balance of the premium cost.

Life Insurance - Coverage for an employee with dependents is 3 times annual salary to a maximum of \$150,000; coverage for an employee without dependents is annual salary. Premiums vary according to age, and are paid by employees.

A.D. & D. - \$20,000 maximum coverage, and paid by employer.

Group Travel Insurance Plan - \$50,000 maximum coverage while travelling on business, with premium cost 100% employer-paid.

Sick Leave - 1½ days per calendar month. An employee with 3 or more years of service, and terminating employment, is eligible for a cash payment based on 50% of his unused credits times his salary, to a maximum of 26 weeks' pay.

Technological Change: In cases of changes in equipment or methods of operation, the employer shall give at least two months' notice to the employees and to the Union.

Meal Allowance: \$2.00, except where free meals provided.

Mileage Allowance:	Southern Ontario	Northern Ontario
0-5,000 miles	19¢ per mile	20¢ per mile
5,001-15,000 miles	14¢ per mile	15¢ per mile
15,001 and over	12¢ per mile	13¢ per mile

LOCAL ADMINISTRATION

London City Corporation - Local 101, Canadian Union of Public Employees (CLC)
(office and clerical employees): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 326 employees, settled at the conciliation officer stage.
Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	9%
	Classification 3 (includes Office Clerk)	\$6,650-\$9,985 (\$6,100-\$9,160)
	Classification 12 (includes Planner)	\$11,930-\$18,605 (\$10,945-\$17,070)

Probationary period is 90 calendar days. Maximum rates reached after five 6-month increases for Classification 3 and after six 12-month increases for Classification 12.

Paid 4 weeks after 11 (13) years and 4 weeks plus one day after
Vacations: 18 (20) years. One additional day for each year beyond 18 (20) years up to a maximum of 5 weeks.

With 27 years' seniority and on one occasion only in the vacation year of his choice an employee is entitled to one additional week of vacation for a total of 6 weeks (new).

Welfare: Dental Plan: Effective Aug. 1, 1976, employer pays 75% (55%) of cost of premiums for basic dental plan.

Pension Plan: Effective Jan. 1, 1976, employer pays 100% of the cost of OMERS Supplementary Type II Pension Plan computed at 2% (new).

Mileage Allowance: Effective July 1, 1976, 28¢ per mile for the first 250 miles per month, 20¢ per mile for the next 250 miles, 11¢ per mile for all additional miles (previously \$35 per month plus 11¢ per mile for the first 500 miles, 12¢ per mile thereafter).

Ottawa City - Local 162, International Association of Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Dec. 22/75</u>
	General Increase	9.4%
	<u>Annual Rates</u>	
	Fire Fighter Third Class	\$14,003 (\$12,800)
	Fire Fighter First Class	\$17,500 (\$16,000)
	Platoon Chief	\$24,506 (\$22,400)
Health and Welfare:	<u>Life Insurance</u> - Employer contributes \$15 (\$12) per employee per month.	

St. Catharines City Corporation - Local 150, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 218 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	12%
	Labourer	\$5.31 (\$4.74)
	Mechanic	\$6.48 (\$5.79)

Paid Vacations: 3 weeks after 3(4) years, 4 weeks after 11(13) years, 5 weeks after 20(23) years.

Bereavement Leave: 5(3) days' paid leave granted upon death of spouse and dependent children. Grandparents included in 1 day's paid leave (

Welfare: Dental Plan - Employer pays 100% of cost of premiums of new basic dental plan., using 1975 ODA schedule.

Safety Shoe Allowance: \$20(\$10) per year.

Thunder Bay City Corporation (Grandview Lodge and Dawson Court, Homes for the Aged) - Local 268, Service Employees (AFL-CIO/CLC): A 27-month renewal agreement effective from January 1, 1976 to March 31, 1978, covering 330 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan.11/76</u>	<u>Apr.4/76</u>
	General	\$35 per *	\$50
	Increases	month	
	Additional Adjustments	\$5 per month for Orderly and RNA	\$8 per month for Utilityman and Engineer Handyman
	Housekeeping Aide	\$686-\$715 (\$651-\$681)	\$736-\$766
	Registered Nursing Assistant	\$840-\$870 (\$800-\$830)	\$890-\$920
	Engineer Handyman	\$934-\$1,024 (\$899-\$989)	\$992-\$1,082
	Effective	<u>Jan.9/77</u>	<u>Sept. 4/77</u>
	General Increase	\$50	\$50
	Additional Adjustments	\$7 per month for Utilityman and Engineer Handyman	
	Housekeeping Aide	\$786-\$816	\$836-866
	Registered Nursing Assistant	\$940-\$970	\$990-\$1,020
	Engineer Handyman	\$1,049-\$1,139	\$1,099-\$1,189

Probationary period is 3 months. Maximum rates reached after 2 years.

* Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premiums: Effective upon ratification, 0-\$1.40-\$1.40 (0-\$1.20-\$1.20).
Effective January 1, 1977, 0 - \$1.55 - \$1.55.

Paid Vacations: Effective January 1, 1977, 3 weeks after 4 (5) years and 4 weeks after 13 (15) years.

Part-Time Employees: In lieu of fringe benefits 25¢ (12½¢) per hour.

Toronto City - Local 113, International Association of Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 1,290 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	Jan. 1/76
	Increase	10.3% average

Annual Rates

* Fire Fighter 4th Class	\$13,286 (\$11,290)
Fire Fighter 1st Class	\$17,714 (\$16,114)
Fire Platoon Chief	\$27,457 (\$24,226)

* Rate Shown for Fire Fighter 4th Class is for the second 6 months of service.

Windsor City Board of Commissioners of Police - Windsor Police Association (A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 370 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Jan. 1/76
	General	9.75%*
	Increase	

Constable Third Class	\$15,233 (\$13,880)
Constable First Class	\$17,561 (\$16,001)
Inspector	\$22,813 (\$20,786)

* Note: Increases are subject to approval by the Anti-Inflation Board.

Pension Plan: Active Military service is included as accredited service. Employer pays 100% of cost of provision, to prevent .07% reduction in pension benefits resulting from integration of the CPP and OMERS plans, until employee reaches age 65 (new).

CONSTRUCTION

Concrete and Drain Contractors Association (Residential) Toronto Area - Local 183, Labourers (AFL-CIO/CLC): A 12 - month renewal agreement effective from June 1, 1976 to May 31, 1977, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>June 1/76</u>
	General Increase	84¢ - 93¢
	Labourer	\$7.19 (\$6.35)
Hours of work:	44 (48) hours per week.	
Vacation Pay:	9% (8%).	
Welfare:	Employer contributes 25¢ (10¢) per hour.	

Addendum

June 1976 Settlements

METAL FABRICATING

Sterling Packaging Products Limited at Scarborough - Local 466, Printing and Graphic Communications Union (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 1, 1976 to Mar. 31, 1978, covering 200 employees, settled with mediation assistance and ratified in June 1976. Duration of negotiations - 5 months.

Wages:	Effective	<u>Apr. 1/76</u>	<u>Apr. 1/77</u>
	General	9%	8%
	Increases		
	Additional	Various classi-	
	Adjustments	fication adjustments	
	Machine	\$2.89-\$3.26	\$3.12-\$3.52
	Operator	(\$2.65-\$2.99)	
	Electrician	\$5.31-\$6.66	\$5.73-\$7.19
		(\$4.87-\$6.11)	

Probationary period is 60 calendar days. Maximum rates are reached after three 6-month increases for Machine Operator and after six 6-month increases for Electrician.

Shift Premiums: 0-18¢-19¢ (0-17¢-20¢). Effective Apr. 1, 1977, 0-22¢-24¢.

Bereavement 4 (3) days' paid leave for wife, husband, son and daughter.
Leave:

Safety Shoe \$10 per year (new).
Allowance:

EDUCATION AND RELATED SERVICES

Peterborough County Board of Education - District 18, Ontario Secondary School

Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 428 employees, settled at the bargaining stage and ratified in June 1976. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/76</u>
	General	\$1,100-\$2,400
	Increase	
	Teacher	\$11,100-\$19,600 *
	Category 1	(\$10,000-\$17,700)
	(0-11 years)	
	Teacher	\$13,300-\$24,700
	Category 4	(\$12,000-\$22,300)
	(0-12 years)	

*Note: Current rates include cost-of-living fold-in.

Cost of Living Provision: Discontinued.

Welfare: Life Insurance - Effective Sept. 1, 1976, benefits equal 300% of the basic multiple (previously benefit ranged between 300% of the basic multiple each year and 200% of the same at age 65).

Dental Plan - Effective Sept. 1, 1976, employer pays 66 2/3% of cost of premiums of Blue Cross Dental Plan #7 with Orthodontic and Denture riders for all principal wage earners (new).

Relocation Allowance: Employer pays \$500 (new) when teacher is required by Board to move to a school over fifteen miles further from his home than his present school. Not applicable to those who board or rent a room.

Responsibility Allowances:	Assistant Department Head	-\$ 950 (\$900) per year.
	Minor Department Head	-\$1,200 (\$1,500) per year.
	Major Department Head	-\$2,200 (\$2,100) per year.
	Director	-\$2,400 (\$2,300) per year.

Sault Ste. Marie Board of Education - Ontario Public School Men Teachers' Federation and Federation of Women Teachers' Association of Ontario: A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 399 employees, settled at the bargaining stage and ratified in June 1976. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	11.8%*
	Teacher Level 1 0-7 years	\$9,270 - \$12,520 (\$8,291 - \$11,198)
	Teacher Level 7 0-12 years	\$13,420 - \$23,980 (\$12,003 - \$21,449)

*Note: Increases are subject to approval by the Anti-Inflation Board.

Welfare: Life Insurance, OHIP, Long Term Income Protection and Major Medical Plan - Employer pays 90% (75%) of premium costs.

Dental Plan - Effective as soon as possible, employer pays 90% of the cost of premiums for a new basic dental plan comparable to Blue Cross #7 or Rider #1.

Responsibility Allowances: Principal - \$2,310 (\$2,070) + \$220 (\$200) per count teacher.
Vice Principal - \$1,540 (\$1,380).
Consultant - \$2,450-\$3,480 (\$2,190-\$3,110).
Assistant Consultant - \$1,160 (\$1,040).
Home Economics and Industrial Arts Teacher - \$650 (\$580).
Special Education Teacher - \$770 (\$690).

Extra Degree Allowance for Branch: \$710 (\$640) for Masters degree and \$1,060 (\$900) for Doctorate degree.

Affiliates:

Special Allowance: \$260 - \$650 (\$230 - \$580) for teachers in outer schools, depending on the school.

Victoria County Board of Education - Ontario Teachers' Federation (Ind.) :

A 12-month renewal agreement effective from September 1, 1976 to August 31, 1977, covering 258 employees, settled at the bargaining stage and ratified in June 1976. Duration of negotiations - 3 months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	7%
	Teacher Level 1 (0 - 6 years)	\$8,400-\$12,100 (\$7,840-\$11,300)
	Teacher Level 7 (0 - 12 years)	\$13,590-\$24,700 (\$12,680-\$23,070)

CONSTRUCTION

Metropolitan Toronto Sewer and Watermain Contractors Association - Local 793,
International Operating Engineers (AFL-CIO/CLC): A 24-month
renewal agreement effective from May 1, 1976 to April 30,
1978, covering 319 employees, settled at the post-conciliation
bargaining stage and ratified in June 1976. Duration of
negotiations - 3 months.

Wages:	Effective	<u>May 3/76</u>	<u>Nov. 1/76</u>
	General	35¢	40¢
	Increases		
	Operating	\$8.85	\$9.25
	Engineers	(\$8.50)	
	Effective	<u>May 1/77</u>	<u>Nov. 1/77</u>
	General	50¢	40¢
	Increases		
	Operating	\$9.75	\$10.15
	Engineers		
Welfare:	Effective May 3, 1976, employer contributes 25¢ (new) per hour.		
Pension Plan:	Effective May 3, 1976, employer contributes 30¢ (20¢) per hour. Effective November 1, 1977, 40¢ per hour.		

Toronto Form Works Association - Local 793, International Operating Engineers
(AFL-CIO/CLC): A 24-month renewal agreement effective from
May 1, 1976 to April 30, 1978, covering 200 employees
settled at the post-conciliation bargaining stage and
ratified in June 1976. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General	35¢	65¢
	Increases		
	Operating	\$10.20	\$10.85
	Engineer	(\$ 9.85)	
	Effective	<u>May 1/77</u>	<u>Nov. 1/77</u>
	General	65¢	65¢
	Increases		
	Operating	\$11.50	\$12.15
	Engineer		
Welfare:	Effective May 1, 1976, employer contributes 25¢ (new) per hour.		
Pension Plan:	Effective May 1, 1976, employer contributes 50¢ (40¢) per hour.		

Anti-Inflation Board Rulings in July 1976

Company	Reference	Action
Men's Clothing Manufacturers Association of Ontario, Toronto and Hamilton and The Toronto Joint Board, Amalgamated Clothing Workers of America	Nov. 75 , p. 394	Allowed
Ottawa Board of Education and Ottawa Board of Education Employees' Association (Ind.) (maintenance, services and plant operations employees)	Apr. 76, p. 188	Disallowed
Ottawa Board of Education, and Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation	May 76, p. 252	Disallowed
Polysar Ltd., Sarnia and Oil, Chemical and Atomic Workers	Apr. 76, p. 180	Allowed

Note: Actions refer to settlements covering 200 or more employees previously published in the Monthly Settlements Report. This list includes only those rulings which have come to the attention of the Ministry of Labour, and it may be incomplete.

Negotiations in Progress during July 1976 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage*
P Stores, province-wide	Foodworkers (AFL-CIO/CLC) (full-time and part-time empls.)	4,735	B
Itibi Paper Co., (Lakehead Woodlands, Sault Ste. Marie and Iroquois Falls Div.) Thunder Bay, Sault Ste. Marie and Iroquois Falls	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC) (woods empls.)	1,560	B
Aluminum Goods (Div. of Alcan Canada Products), Toronto	Steelworkers (AFL-CIO/CLC)	300	B
American Motors (Canada), Brampton	Auto Workers (CLC)	1,175	B
Las Steels Co. (Div. of Rio Algom Mines), Welland	Steelworkers (AFL-CIO/CLC)	200	B
McCock & Wilcox Canada Ltd., Cambridge	Steelworkers (AFL-CIO/CLC)	900	CO
ta Footwear, Batawa, Campbellford and Picton	Boot and Shoe Workers (AFL-CIO/CLC)	850	B
nn Iron Foundry Ltd., Wallaceburg	Auto Workers (CLC)	220	WS
ant County Board of Education	Ont. Secondary School Teachers' Fed.	389	B
uce County Board of Education	Ont. Secondary School Teachers' Fed.	203	B
uce County Board of Education	Teachers Federations	295	B
Canada Safeway, Southeastern Ont.	Retail Clerks (AFL-CIO/CLC) (retail food empls., full and part-time)	650	B
Canadian Chromalox Co., Toronto	Auto Workers (CLC)	510	WS
nron Ltd. (Eastern Structural Div.), Toronto	Canadian Workers Union	315	CO
rleton Board of Education, Carleton County	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,110	B
ntal Hospital and other Hospitals, Toronto	Canadian Union of Operating Engineers (CCU)	230	ARB
atham Public General Hospital	Service Empls. (AFL-CIO/CLC)	212	ARB
rysler Canada, Ajax, Etobicoke and Windsor	Auto Workers (CLC) (hrly. rated production empls.)	11,375	B
rysler Canada, Ajax, Etobicoke and Windsor	Auto Workers (CLC) (office and technical empls.)	600	B
mputing Devices Co., Ottawa	Empls. Assn. Computing Devices Co. (Ind.)	600	B

Negotiations in Progress during July 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Consolidated-Bathurst Packaging Ltd., Hamilton, St. Thomas and Whitby	Woodworkers (AFL-CIO/CLC)	555	CO
D.R.G. Packaging, Leaside	Printing and Graphic Union (AFL-CIO/CLC)	525	B
Dominion Stores Ltd., Toronto	Retail, Wholesale Empls. (AFL-CIO/CLC) (warehouse- men)	600	CO
Dominion Stores Ltd., Windsor, Amherstburg and Kingsville	Steelworkers (AFL-CIO/CLC)	620	B
Dominion Stores, K-Mart Plaza, part-time employees, Guelph, Kitchener, Waterloo & Midland	Retail Clerks (AFL-CIO/CLC)	250	B
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco- ontariens (OTF)	850	B
Durham Board of Education, Area of Durham Region	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,290	B
Durham Board of Education, Area of Durham Region	Ont. Secondary School Teachers' Fed. (OTF)	900	B
Durham Region Roman Catholic Separate School Board	Ont. Teachers Fed.	365	B
Durham Regional Municipality	CUPE (CLC)	300	B
Durham Regional Police	Police Assn. (Ind.)	277	B
Eddy Match (Eddy Match and Industrial Products Division), Pembroke	Carpenters (AFL-CIO/CLC)	200	CO
Eldorado Nuclear Limited, Port Hope**	Steelworkers (AFL-CIO/CLC)	245	B
Essex County Board of Education, Leamington	Ont. Secondary School Teachers' Fed. (OTF)	525	B
Essex County Roman Catholic Separate School Board	Teachers Federations	464	B
Etobicoke Borough Corporation (Fire Dept.)	Firefighters (AFL-CIO/CLC)	345	B
Exolon Company of Canada Ltd., Thorold	Chemical Workers (AFL-CIO/CLC)	240	CO
Ferranti-Packard Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	300	WS
Ford Motor Company of Canada Ltd., Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor	Auto Workers (CLC)	12,300	B

** Federal jurisdiction

Negotiations in Progress during July 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage*
Montenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	600	B
Montenac County Board of Education	Ont. Secondary School Teachers Fed.	500	B
Uehauf Trailer Co. of Canada Ltd. (Dixie Mfg. Plant)	Auto Workers (CLC)	240	WS
W Limited, Fergus	Steelworkers (AFL-CIO/CLC)	400	B
General Bakeries, Toronto	Bakery Workers (AFL-CIO/CLC)	200	CO
Robe and Mail Ltd., Toronto	Newspaper Guild (AFL-CIO/CLC)	400	B
Great Lakes Paper Co., Thunder Bay	Carpenters (Lumber and Sawmill Workers) (AFL- CIO/CLC)	1,220	B
Oldimand County Board of Education	Teachers Federations	200	B
Alton County Roman Catholic Separate School Board	Teachers Federations	327	B
Alton Regional Police, Burlington, Milton, Oakville, Georgetown	Police Assn. (Ind.)	250	B
Hamilton Civic and other Hospitals, Hamilton and other centres	Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	15,000	B
Hamilton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,370	MED
Hamilton City Corporation	Fire Fighters (AFL-CIO/CLC)	411	B
Hamilton-Wentworth Regional Board of Commissioners of Police, Hamilton	Hamilton-Wentworth Police Assn. (Ind.)	600	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco- ontariens (OTF)	1,050	B
Harding Carpets Limited, Brantford	Canadian Textile and Chemical Union	318	MED
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	520	B
Huron County Board of Education	Ont. Secondary School Teachers' Fed.	265	B
Huron County Board of Education	Teachers Federations	337	B
Imperial Tobacco Ltd./Ltee., Guelph	Tobacco Workers (AFL-CIO/CLC)	715	B

Negotiations in Progress during July 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne St
Inglis Ltd., Stoney Creek	Auto Workers (CLC)	680	F
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	540	F
Kent County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco- ontariens (OTF)	500	B
Kent County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Fed.	268	B
Kimberly-Clark of Canada, Longlac	Carpenters (Lumber and Sawmill Workers) (AFL- CIO/CLC)	550	B
Knechtel Furniture, Hanover	Woodworkers (AFL-CIO/CLC)	245	P
Lakehead Board of Education, Thunder Bay	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	630	B
Lakehead Board of Education, Thunder Bay	Ont. Secondary School Teachers' Fed. (OTF)	550	B
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	695	B
Lanark County Board of Education	Ont. Secondary School Teachers' Fed.	200	B
Leeds and Grenville County Board of Education, Brockville	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	525	B
Leeds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed.	245	AF
Lennox and Addington County Board of Education	Teachers Federation	275	B
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn.	435	B
Loblaws Ltd., Ottawa and other centres	Retail Clerks (AFL-CIO/CLC) (full-time and part- time empls.)	730	B
Loblaws Ltd., Toronto and other centres	Foodworkers (AFL-CIO/CLC) (full-time and part- time empls.)	710	B

Negotiations in Progress during July 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Laws Ltd., Toronto and other centres	Retail Employees (CLC) (full-time and part- time empls.)	6,700	CO
London and District Road Sewer and Watermain Contractors	Labourers (AFL-CIO/CLC)	450	B
London City Corporation	CUPE (CLC)	540	CO
London City Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	290	B
and Simcoe Hotel Ltd., Toronto	Hotel Employees (AFL-CIO/CLC)	262	B
Products Canada, Kitchener	Auto Workers (CLC)	225	B
Metropolitan Board of Commissioners of Police, Toronto	Police Assn. (Ind.) (uni- formed police dept. empls.)	4,600	ARB
Essex County Board of Education	Ont. Secondary School Teachers' Fed.	240	B
Essex County Board of Education	Teachers Federations	364	B
Mississauga Town Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	210	B
Motor Wheel Corporation of Canada Ltd., Chatham	Auto Workers (CLC)	600	WS
Norfolk Board of Education	Teachers Federations	235	B
Norfolk Knitting Mills Co. Ltd., Toronto	Textile Workers (AFL-CIO/ CLC)	275	WS
Norfolk Regional Municipality (Homes for the Aged), St. Catharines and other centres	CUPE (CLC) (non-medical empls.)	530	B
Norfolk South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des enseignants franco- ontariens (OTF)	940	B
Norfolk South Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	850	B
Orillia Board of Education	CUPE (CLC)	250	B
Orillia Board of Education	Teachers Federations	310	B
Orillia County Board of Education	Ont. Secondary School Teachers' Fed.	244	B
North York Public Library Board, Toronto	CUPE (CLC)	290	CO
North Telephone Ltd., province- wide	Communication Workers (CLC)	225	CO

Negotiations in Progress during July 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne St
Northern Wood Preservers Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC)	300	
Northumberland and Newcastle Board of Education, Cobourg	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	610	
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed.	429	
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Empls. Union (OPSEU) (CLC) (academic staff, librarians and counsellors)	5,450	
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Empls.' Union (OPSEU) (CLC) (support staff empls.)	2,750	
Ontario Government (Employee Benefits)	OPSEU (CLC) (classified civil servants)	52,000	
Ontario Housing Corp., Toronto	CUPE (CLC)	650	
Ontario Malleable Iron Co. Ltd., Oshawa	Steelworkers (AFL-CIO/CLC)	200	
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,285	
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco-ontariens (OTF)	1,630	
Ottawa-Carleton Regional Transit Commission, Ottawa**	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,000	
Ottawa City Corporation	Police Assn. (Ind.)	685	
Ottawa City and Ottawa-Carleton Regional Municipality, Ottawa	CUPE (CLC)	3,870	
Ottawa Civic Hospitals and other hospitals, province-wide	CUPE (CLC) (non-medical empls.)	15,395	
Ottawa Roman Catholic School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens	1,515	
Oxford County Board of Education	Ont. Secondary School Teachers' Fed.	353	
Oxford County Board of Education	Teachers Federations	489	

**Federal jurisdiction

Negotiations in Progress during July 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
El County Board of Education	CUPE (CLC) (office and clerical)	400	B
El County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	2,350	B
El County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,650	B
hmans, Div. of Domil Industries Ltd.	Clothing and Textile Workers Union (AFL-CIO/CLC)	240	CO
North County Board of Education	Teachers Federations	370	B
terborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board	OECTA	285	B
ocor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	206	CO
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	710	B
A Ltd., Prescott	Electrical Workers (IUE) (AFL-CIO/CLC)	605	B
ed Ltd., Dryden	Paperworkers (CLC) and Operating Engineers (AFL-CIO/CLC)	1,200	WS
ed Packaging Ltd., (Corrugated Div.), Toronto	Printing Specialties (AFL-CIO/CLC)	300	CO
nfrew County Board of Education	Ont. Secondary School Teachers' Fed.	400	B
nfrew County Board of Education	Teachers Federations	400	B
nfrew County Roman Catholic Separate School Board	Teachers Federations	336	B
ckwell International of Canada, Gananoque	Steelworkers (AFL-CIO/CLC)	250	B
oyal York Hotel (C.P. Hotels), Toronto	Hotel Empls. (AFL-CIO/CLC)	870	B
. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Service Empls. (AFL-CIO/CLC)	360	B
hneider, J.M. Ltd., Kitchener	National Council of Canadian Labour (Schneider Empls. Assn.)	1,975	B
ilverwood Dairies Ltd., Toronto	Cdn. Union of Operating Engineers	250	CO

Negotiations in Progress during July 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne St
Simcoe County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	805	
Simcoe County Roman Catholic Separate School Board	Teachers Fed.	275	
Sklar Furniture, Peppler Division, Hanover	Woodworkers (AFL-CIO/CLC)	312	
Southam Press, Ottawa Citizen Division, Ottawa	Newspaper Guild (AFL-CIO/CLC)	300	
Spruce Falls Power and Paper Co., Kapuskasing	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC)	510	
Steinberg Ltd., Southern Ontario	Foodworkers (AFL-CIO/CLC) (retail food empls., full-time and part-time)	4,500	
Steinberg Ltd., Ottawa and other centres	Retail Clerks (AFL-CIO/CLC) (retail food empls.)	1,065	
Stormont, Dundas and Glengarry Counties Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco-ontariens (OTF)	560	
Sudbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	665	
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco-ontariens (OTF)	905	
TRW Canada, United-Carr Division, Brantford	Employees Assn. (Ind.)	200	
Toronto Cloak Manufacturers Assn., Toronto	Ladies Garment Workers (AFL-CIO/CLC)	800	
Toronto Construction Association	Iron Workers (AFL-CIO/CLC)	500	
Toronto Construction Association (General Contractors Section)	Plasterers (AFL-CIO/CLC)	500	
Toronto Transit Commission, Toronto	Transit Union (AFL-CIO/CLC)	6,380	
University of Windsor, Windsor	CUPE (CLC) (maintenance empls.)	224	
Viceroy Mfg. Co. Ltd., Toronto	Rubber Workers (AFL-CIO/CLC)	215	
Victoria Hospital and other hospitals, London and area	Service Empls. (AFL-CIO/CLC) (non-medical empls.)	2,245	

Negotiations in Progress during July 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Perloo County Board of Education	Custodian and Maintenance Assn. (Ind.)	365	B
Perloo County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,430	B
Perloo County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	975	B
Perloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco- ontariens (OTF)	715	B
Perloo Regional Police	Police Assn. (Ind.)	398	B
Idwood of Canada Ltd., (Longlac Plywood Div.), Longlac	Carpenters (AFL-CIO/CLC)	360	CO
lland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco- ontariens (OTF)	600	B
llington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	700	B
llington County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	510	B
llington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn.	250	B
ndsor City Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	284	B
ndsor Metropolitan General Hospital	Service Empls. (AFL-CIO/CLC)	210	CO
ndsor Western Hospital Centre	Service Empls. (AFL-CIO/CLC)	440	B
ork County Board of Education	CUPE (CLC)	274	B
ork County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,200	B
rk University, Toronto	Graduate Assistants Assn. (Ind.)	1,000	MED
ork University, Toronto	York University Staff Assn. (Ind.)	1,000	PCB

Negotiations in Progress during July 1976 covering 200 or more Employees (Cont'

Employer and Location	Union	No. of Empls	Ne St.
<u>More Than One Province</u>			
Air Canada, system-wide**	Air Line Empls. Assn. (CLC) (sales dept. empls.)	2,415	
Bell Canada, Quebec and Ontario**	Communications Workers of Canada (CLC) (craft and service empls.)	14,480	
C.I.P. Containers, Pointe-aux- Trembles, Que. and Burlington, London, Markham and Rexdale, Ont.	Chemical Workers (AFL- CIO/CLC)	1,200	
Canadian Lake Carriers Assn., Great Lakes and St. Lawrence**	Merchant Service Guild (CLC), Seafarers and Marine Officers (AFL-CIO/ CLC) (unlicensed personnel, deck and marine officers)	3,000	
Canadian Pacific Transport Co., C.P. Transport (Western Div.), Canadian Pacific Express Co., Atlantic, Eastern and Western Regions**	Railway Clerks (AFL-CIO/ CLC) (warehousemen, drivers, mechanics, clerks, etc.)	4,100	
Dominion Stores Ltd., Hull, Que., Toronto and other centres, Ont.	Retail, Wholesale Empls. (AFL-CIO/CLC) (full- time and part-time empls.)	10,000	
Dominion Stores Ltd., Northern Ontario and Quebec centres	Retail, Wholesale Empls. (AFL-CIO/CLC) (full- time and part-time empls.)	1,025	
GSW Ltd., London, Ont. and Montreal, Que.	Steelworkers (AFL-CIO/CLC)	1,500	
General Motors of Canada Ltd., London, Oshawa, St. Catharines and Scarborough, Ont. and St. Therese, Que.	Auto Workers (AFL-CIO/CLC)	25,825	
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (AFL-CIO/CLC) (printing operations group - non-supervisory empls.)	1,240	
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,440	
Government of Canada (Treasury Board)**	Fed. Gov't. Dockyards Trades and Labour Council - (Various unions) (AFL-CIO/ CLC) (ship repair occupa- tional group empls., Halifax, N.S. and Esquimalt, B.C.)	2,600	

**Federal jurisdiction

Negotiations in Progress during July 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	Professional Institute of the Public Service of Canada (PIPS) (Ind.) (biological sciences group)	735	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,410	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (defence scientific support group)	510	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey)	2,095	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	505	CB
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	2,005	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (translation group)	980	CO
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	555	MED
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	2,050	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,450	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equip- ment operations group)	685	B
Government of Canada (Treasury Board)**	PSAC (CLC) (operational group, heating and power and stationary plant empls.)	3,130	MED
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,230	ARB
Motor Transport Industrial Relations Bureau, Que., and Ont.**	Teamsters (Ind.)	1,350	PCB
National Research Council, Canada-wide	PIPS (Ind.) (research officer and research officer council grades)	660	PCB
Pacific Western Airlines, system- wide**	Machinists (AFL-CIO/CLC)	525	B
Sidbec-Dosco Limited, Montreal, Contrecoeur and LaSalle, Que. and Etobicoke, Ont.**	Steelworkers (AFL-CIO/CLC) (production and office empls.)	2,580	WS

**Federal jurisdiction

Negotiations in Progress during July 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne St
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Definitions of Codes for Negotiation Stages

B	-	Direct Bargaining
CO	-	Conciliation
CB	-	Conciliation Board
MED	-	Mediation
PCB	-	Post Conciliation Bargaining
ARB	-	Arbitration
WS	-	Work Stoppage
B/WS	-	Bargaining After a Work Stoppage
F	-	Fact Finder
(R)	-	(R) - Following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1976

Company and Location	Union	No. of Empls.
Vitibi Paper Co., (Lakehead Woodlands, Sault Ste. Marie and Iroquois Falls Div.), Thunder Bay, Sault Ste. Marie and Iroquois Falls	Carpenters (AFL-CIO/CLC)	1,560
Aluminum Goods Div. of Alcan Cda. Prods., Toronto	Steelworkers (AFL-CIO/CLC)	300
American Can of Canada Woodlands, Marathon	Carpenters (AFL-CIO/CLC)	311
Atlas Steels Co. Div. of Rio Algom Mines, Welland	Steelworkers (AFL-CIO/CLC)	200
Abcock & Wilcox Canada, Cambridge	Steelworkers (AFL-CIO/CLC)	900
Brant County Bd. of Educ., Elem., Brant County	Teachers Federations	508
Brant County Bd. of Educ., Sec., Brant County	Ont. Secondary School Teachers Federation	389
Bruce County Bd. of Educ., Elem., Bruce County	Teachers Federations	295
Bruce County Bd. of Educ., Sec., Bruce County	Ont. Secondary School Teachers Federation	203
Dominion Stores, Sarnia	Steelworkers (AFL-CIO/CLC)	200
Domtar Woodlands, Nipigon	Carpenters (AFL-CIO/CLC)	250
Dufferin-Peel County RCSS Bd., Dufferin- Peel County	Teachers Federations	850
Durham Bd. of Educ., Elem., Area of Durham Region	Teachers Federations	1,290
Durham Bd. of Educ., Sec., Area of Durham Region	Ont. Secondary School Teachers Federation	900
Durham Region Roman Catholic Separate School Board	Ont. Teachers Federation	365
Eddy Forest Products Woods Oper., Espanola	Carpenters (AFL-CIO/CLC)	400
Essex County Bd. of Educ., Elem., Essex County	Teachers Federations	510
Essex County Bd. of Educ., Sec., Essex County	Ont. Secondary School Teachers Federation	525
Essex County RCSS Bd., Essex County	Teachers Federations	464
Frontenac County Bd. of Educ., Elem., Frontenac County	Teachers Federations	600
Frontenac County Bd. of Educ., Sec., Frontenac County	Ont. Secondary School Teachers Federation	500
Glendale Corp., Strathroy	Machinists (AFL-CIO/CLC)	263
Great Lakes Paper Co. Woods Oper., Thunder Bay	Carpenters (AFL-CIO/CLC)	1,220
Haldimand County Bd. of Educ., Elem., Haldimand County	Teachers Federations	200

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1976 (Cont'd)

Company and Location	Union	No Em
Halton County RCSS Bd., Halton County	Teachers Federations	
Hamilton Board of Education, Elem.	Teachers Federations	1
Hamilton-Wentworth RCSS Bd., Hamilton-Wentworth	Teachers Federations	1
Harding Carpets, Brantford	Textile and Chemical Union (CCU)	
Hastings County Bd. of Educ., Sec., Hastings	Teachers Federations	
Huron County Bd. of Educ., Elem., Huron County	Teachers Federations	
Huron County Bd. of Educ., Sec., Huron County	Ont. Secondary School Teachers Federation	
Industrial Wire & Cable Co., Toronto	Steelworkers (AFL-CIO/CLC)	
Kent County Bd. of Educ., Elem., Kent County	Teachers Federations	
Kent County RCSS Bd., Kent County	Ont. English Catholic Teachers Assn.	
Kimberly-Clark of Cda., Longlac	Carpenters (AFL-CIO/CLC)	
Lakehead Bd. of Educ., Elem., Thunder Bay Dist.	Teachers Federations	
Lakehead Bd. of Educ. Thunder Bay Div. Sec., Thunder Bay	Ont. Secondary School Teachers Federation	
Lambton County Board of Education, Elem.	Teachers Federations	
Lanark County Bd. of Educ. Sec, Lanark County	Ont. Secondary School Teachers Federation	
Leeds & Grenville County Bd. of Educ., Elem., Leeds & Grenville	Teachers Federations	
Lennox & Addington County Bd. of Educ., Elem., Lennox & Addington	Teachers Federations	
Lincoln County Bd. of Educ., Elem., Lincoln County	Teachers Federations	
Lincoln County RCSS Bd., Lincoln County	Ont. English Catholic Teachers Association	
Middlesex County Bd. of Educ., Elem., Middlesex County	Teachers Federations	
Middlesex County Bd. of Educ., Sec., Middlesex County	Ont. Secondary School Teachers Federation	
Muskoka Bd. of Educ., Elem., Muskoka	Teachers Federations	
Niagara South Bd. of Educ., Elem., Niagara South	Teachers Federations	
Niagara South Bd. of Educ., Sec., Niagara South	Ont. Secondary School Teachers Federation	

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1976 (Cont'd)

Company and Location	Union	No. of Empls.
Nipissing Bd. of Educ., Elem., Nipissing	Teachers Federations	310
Nipissing Bd. of Educ., Sec., Nipissing	Teachers Federations	336
Nipissing District RCSS Bd., Nipissing	Teachers Federations	460
Norfolk County Bd. of Educ., Sec., Norfolk County	Ont. Secondary School Teachers Federation	244
Northern Telephone, Province-wide	Communication Workers of Canada (CLC)	225
Northumberland-Newcastle Bd. of Educ., Elem., Northumberland-Newcastle	Teachers Federations	610
Northumberland-Newcastle Bd. of Educ., Sec., Northumberland-Newcastle	Ont. Secondary School Teachers Federation	429
Ont. Council of Regents, Province-wide	Ont. Public Service Empls.	5,450
Ont.-Minnesota Pulp & Paper Co. Woods Op., Fort Frances & Kenora	Carpenters (AFL-CIO/CLC)	368
Ottawa Bd. of Educ., Elem., Ottawa	Teachers Federations	1,285
Ottawa Bd. of Educ., Sec., Ottawa	Teachers Federations	1,630
Ottawa RCSS Bd., Ottawa	Teachers Federations	1,515
Oxford County Bd. of Educ., Elem., Oxford County	Teachers Federations	489
Oxford County Bd. of Educ., Sec., Oxford County	Ont. Secondary School Teachers Federation	353
Peel Bd. of Educ., Sec., Peel Region	Ont. Secondary School Teachers Federation	1,650
Peel County Bd. of Educ., Elem., Peel County	Teachers Federations	2,350
Pepsi-Cola Canada, Toronto	Brewery Workers (CLC)	200
Perth County Bd. of Educ., Sec., Perth County	Ont. Secondary School Teachers Federation	2,900
Perth County Bd. of Educ., Elem., Perth County	Teachers Federations	370
Peterborough-Victoria RCSS Bd., Intercity	Ont. English Catholic Teachers Assn.	285
Renfrew County Bd. of Educ., Elem., Renfrew County	Teachers Federation	400
Renfrew County Bd. of Educ., Sec., Renfrew County	Ont. Secondary School Teachers Federation	400
Renfrew County RCSS Bd., Renfrew County	Teachers Federation	336
Robinson E.S. & A. Canada, East York	Printing and Graphic Union (AFL-CIO/CLC)	491

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in August 1976 (Cont'd)

Company and Location	Union	No. Emp.
Simcoe County Bd. of Educ., Sec., Simcoe County	Ont. Secondary School Teachers Federation	
Simcoe County RCSS Bd., Simcoe County	Teachers Federations	
Spruce Falls Power & Paper Co. Woods Op., Kapuskasing	Carpenters (AFL-CIO/CLC)	
Stormont, Dundas, Glengarry Bd. of Educ. Sec., Stormont, Dundas, Glengarry	Teachers Federations	
Stormont, Dundas, Glengarry RCSS Bd., Intercity	Teachers Federations	
Sudbury Bd. of Educ., Elem., Sudbury	Teachers Federations	
Sudbury Bd. of Educ., Sec., Sudbury	Teachers Federations	
Toronto Construction Assn.	Structural Iron Workers (AFL-CIO/CLC)	
Treasury Bd. of Cda, Educ. Grp., Province-wide	Public Service Alliance (CLC)	
Viceroy Mfg. Co., Toronto	Rubber Workers (AFL-CIO/CLC)	
Waterloo County Bd. of Educ., Waterloo County	Non-Academic Staff Assn.	
Waterloo County Bd. of Educ., Elem., Waterloo County	Teachers Federations	1,
Waterloo County Bd. of Educ., Sec., Waterloo County	Ont. Secondary School Teachers Federation	
Waterloo County RCSS Bd., Waterloo County	Teachers Federations	
Welland County RCSS Bd., Welland County	Ont. English Catholic Teachers Assn.	
Wellington County Bd. of Educ., Elem., Wellington County	Teachers Federations	
Wellington County Bd. of Educ., Sec., Wellington County	Ont. Secondary School Teachers Federation	
Wellington County RCSS Bd., Wellington County	Ont. English Catholic Teachers Assn.	
York County Board of Education, Elem.	Teachers Federations	1,

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TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
AUGUST 1976

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in August 1976 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries, the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. The note is included only when it is specifically stated in the settlement. The note is not extended to settlements that do not specifically refer to the Anti-Inflation Board, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in August 1976 on settlements which were reported previously. The list includes only those rulings, which have come to the attention of the Ministry, and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlement.

The third section lists the negotiations underway in August 1976. Letter codes have been used to indicate the stage of negotiations, and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in September 1976.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

September 27, 1976

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Highlights

Toronto Cloak Manufacturers' Settlement. Monetary terms negotiated in the parallel Montreal Cloakmakers' talks served as a pattern for a settlement affecting about 800 workers employed at some 20 shops, members of the Toronto Cloak Manufacturers' Association. Negotiations on behalf of the workers were conducted by the Toronto Joint Board of the International Ladies' Garment Workers' Union. Initial union demands had included a 25 per cent wage increase in a one-year contract, plus improvements in vacation and health insurance provisions. The previous 3-year pact expired June 30, 1976. The new terms, agreed to in post-conciliation bargaining, provided for a two-year agreement with a two-step general wage increase of 22 per cent for both piece workers and time workers. In addition, vacation, pension benefits and bereavement leave provisions were improved, employers' contributions to a combined union-administered Health and Welfare Fund were increased, and Provincial General Election Day was added to the existing provision for a paid day off on a Federal General Election Day.

General Steel Wares Settlement. Seven 24-month renewal agreements, covering 1,145 GSW employees at four locations in Ontario and one in Quebec, were ratified by members of various locals of the United Steelworkers of America. The wage increases, which varied slightly by bargaining unit and job classification, raised the general labourer's rate in London, Ontario, by \$1.30 over the two-year period, including a 15 cents cost-of-living fold-in. The COLA formula was improved to provide 1 cent per hour for each .35 point change in the CPI during the last two quarters of the agreements. Changes in benefits included an improved pension plan, increased life insurance and weekly indemnity benefits, an additional paid holiday and a new company-paid dental plan. The agreements are subject to AIB approval, and only part of the scheduled first-year wage increases have been implemented pending review by the Board.

Great Lakes Crews Settlement. Three unions representing sailors and officers on 130 vessels negotiated jointly, for the first time, with the Canadian Lake Carriers Association, acting on behalf of 16 shipping companies. The new settlement, renewing three separate agreements, covered a total of 3,240 employees, including more than 2,200 members of the Seafarers' International Union. The two-year contracts doubled paid leave allowance for officers and crew in the first year, and increased wages by 10 per cent in the second year. In addition, the Seafarers' Union members received a number of improved fringe benefits and better working conditions. The ship owners and the unions made a joint submission to the Anti-Inflation Board

supporting the negotiated provisions as necessary to keep men in the industry. If approved, the general pattern of the agreement is expected to be followed closely in new contracts for about 25 ships operated by three other company members of the Association.

Eastern Canada Car Carriers Settlement. A three-year renewal agreement has been reached between the Teamsters Union, representing 1,500 highway drivers and maintenance men in Ontario and Quebec, and 16 companies, members of the Car Carrier Division of the Motor Transport Industrial Relations Bureau. The agreement package included a three-step wage increase ranging from \$1.35 to \$1.60 per hour depending on classification, in addition to a cost-of-living fold-in of 86 cents. Mileage rates were increased, also in three steps, by 5.15 and 5.35 cents per mile for empty and loaded mileage, respectively. A cost-of-living allowance will be implemented in the event that the Anti-Inflation Act is repealed before December 31, 1978. In addition to the wage increases, the new contract contained a series of benefits, working conditions and language changes, including improvements in the provisions covering paid vacations, premiums for overtime, weekend and shift work, employer payments to health and welfare and pension plans, plus an extra day's paid holiday commencing in 1977.

Toronto Transit Settlement. An agreement was reached between the Toronto Transit Commission and Division 113 of the Amalgamated Transit Union (ATU) covering 6,380 employees of the TTC and Gray Coach Lines. The settlement, achieved with the assistance of provincial mediators, averted a threatened transit strike scheduled to begin August 30. The terms agreed also formed the basis for a recommended settlement involving two agreements covering 200 mechanics and electricians, members of the International Association of Machinists and the Canadian Union of Public Employees.

The ATU's original claim, for a 34 per cent wage increase over one year, was designed to achieve parity with the \$8.90 per hour driver's rate in Vancouver. The union eventually offered to accept a settlement comparable to the 11.9 per cent package increase achieved earlier by Metro Toronto civic workers. Apart from the monetary issues, the dispute involved TTC proposals for operational changes aimed at improving efficiency. The new contract, agreed after the Commission dropped its demand for an increase in the 12½-hour work spread, included a 10 per cent wage increase plus benefit improvements. The agreement also simplified existing pay schedules and stipulated that a joint labour-management committee be established to set ground rules for a future "Joint Productivity Savings Council". The agreement is subject to AIB approval, and part of the wage increase plus the benefits improvements have been withheld pending the Board's decision.

Hospital Staff Settlements. For the first time, negotiations were conducted jointly on a province-wide basis between 59 Ontario hospitals and the Canadian Union of Public Employees. During the lengthy negotiations the union threatened to call a province-wide hospital strike on June 17 to back contract demands which included wage and job security issues. The Ontario Labour Relations Board ordered the union to withdraw the unlawful strike threat and also ruled that the hospitals had failed to bargain in good faith. A settlement, similar in its monetary terms to that negotiated earlier by the Service Employees International Union (SEIU), was eventually reached with the assistance of provincial mediators. The negotiations covered about 13,500 non-medical employees and, in some hospitals, paramedical employees, most of whom received wage increases of \$185 per month in four instalments over 27 months, representing a raise of approximately 26 per cent in the average monthly rate of \$708. The settlement also established a common expiry date for all 59 agreements (March 31, 1978), the same date as the one set earlier in joint bargaining for SEIU contracts. The settlement included a number of benefits improvements and the hospitals agreed to advance notification of, and discussion on, proposed technological change. The implementation of wage and benefit improvements was postponed until the AIB has ruled on the settlement. The pattern established in province-wide negotiations was followed closely by a number of CUPE and SEIU locals which had opted out of joint bargaining.

London City Municipal Settlements. The inside employees, members of CUPE Local 101, ratified at the end of July a one-year agreement awarding a 9 per cent general wage increase plus a benefit increase equivalent to a further 2 per cent, including improvements to existing pension and dental plans and paid vacation provisions (reported in Collective Bargaining Settlements and Negotiations in Ontario, July 1976). The settlement also implemented the re-evaluation of existing job descriptions initiated under the previous two-year contract. An identical offer was rejected by the 540 outside workers. After a month of additional bargaining the outside workers accepted in August an offer which improved the seniority provision by substituting for the existing point system, used to determine appointments and promotion, a system based on the employee's seniority, subject to skill, ability and experience. In addition, a new on-the-job training provision was obtained. The agreement has been approved by the AIB.

About 200 SEIU members employed at the J. Dearness Home for Elder Citizens approved a 21-month agreement containing fringe benefits improvements similar to those included in the other London City contracts mentioned, plus wage increases of 8 per cent in each year. The city's contract negotiations, affecting a total of 1300 employees, are now almost concluded. A remaining dispute, involving 290 members of Local 142 of the Firefighters' Association, still to be resolved.

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Company and Location	Union	Pa
Canadian Chromalox Company Ltd., Toronto	United Auto Workers (CLC)	4
Canadian Lake Carriers Association, Great Lakes and St. Lawrence	Seafarers' International Union of Canada, Canadian Marine Officers Union and the Canadian Merchant Service Guild (AFL-CIO/CLC)	
Canadian Pacific Express Ltd., Atlantic, Eastern and Western Regions	Brotherhood of Railway, Air- line and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-CIO/CLC) (warehouse- men, drivers, mechanics, clerks, etc.)	4
Canadian Pacific Hotels Ltd., (Royal York Hotel), Toronto	Hotel and Restaurant Empls. and Bartenders' International Union (AFL-CIO/CLC)	4
Canadian Trailmobile Limited (Factory and Service Branch), Brantford	Auto Workers (CLC)	4
CIP Containers Ltd., Pointe-aux-Trembles, Que. and Burlington, Markham, Rexdale and London, Ont.	Canadian Paperworkers Union (CLC) and International Chemical Workers' Union (AFL-CIO/CLC)	4
Eddy Match Company Ltd. (Eddy Match and Eddy Industrial Products Divisions), Pembroke	Carpenters (AFL-CIO/CLC)	4
Elgin County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	4
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FOOD AND BEVERAGE

Schneider, J.M., Inc. at Kitchener - Schneider Employees' Association
(National Council of Canadian Labour): A 12 - month
renewal agreement effective from Aug. 1, 1976 to July
30, 1977, covering 1,975 employees, settled at the
bargaining stage. Duration of negotiations - 3 months.

Hold-back: Pending review by the Anti-Inflation Board of the
increase shown below, the employer will implement a
general increase of 45¢ an hour and a job incremental
increase of only ½ cent.

Wages:	Effective	<u>Aug. 1/76</u>
	COLA Fold-in	13¢
	General Increase	50¢
	Job Class Increment	6½¢ (5½¢)
	Labourer	\$6.09 (\$5.46)
	Electrician "A"	\$7.65 (\$6.89)

Cost-of-Living Allowance: Disctoninued.

Shift Premium: 0 - 25¢ - 25¢ (0 - 20¢ - 20¢).

Health and Welfare: Life Insurance - \$8,000 coverage for all employees (\$7,000
for employees with dependents and \$2,000 for employees with
no dependents.)

Weekly Indemnity - \$146 (\$135) per week.

Income Continuance - 55% (unchanged) of regular earnings
to maximum of \$146 (\$135).

Pension Plan: Past Service Contributions and Related Benefits - Benefits
at normal retirement will be \$50 per year for each \$100
contribution made by the employee during the period prior
to and since June, 1968. (Previously, benefits were \$40
for each \$100 contribution made prior to June 1968 and
\$50 for each \$100 contribution made thereafter.)

Supplemental Benefits - \$2.50 (\$1.50) per month per year
of service to a maximum of 30 years.

Meal Allowance: \$2.50 (\$2.00) per meal for employees such as drivers who
are required to work out of town.

Humpty Dumpty Foods Limited (Humpty Dumpty Potato Chips Division) at Rexdale - Local 461, Retail, Wholesale and Department Store Union (AFL-CIO/CLC): A 24-month renewal agreement effective from June 25, 1976 to June 24, 1978, covering 240 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	June 25/76	June 24/77
	General Increases	12%*	8%
	General Labour-Class B	\$3.92 (\$3.50)	\$4.23
	General Labour-Class A	\$4.37 (\$3.90)	\$4.72
	Auto Mechanic-1st Class	\$6.16 (\$5.50)	\$6.65

*Note: Increases are subject to approval by the Anti-Inflation Board. 8% is payable immediately.

Paid Holidays: One-half day before Christmas Day and New Year's Day added during term of 76-78 agreement only, for a total of 9 full and 2 half days.

Bereavement Leave: 1 day's paid leave upon death of father-in-law or mother-in-law (new).

TEXTILE

Harding Carpets Limited at Brantford - Local 501, Canadian Textile and Chemical Union (Ind.): A 24-month renewal agreement effective from Aug. 2, 1976 to Aug. 1, 1978, covering 335 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Aug. 2/76	Aug. 2/77	Feb. 1/77
	General Increases	50¢*	32¢	10¢
	Labour Group 1 (includes Sample Assembler)	\$4.32 (\$3.82)	\$4.64	\$4.74
	Electrician, electronics-qualified	\$7.40 (\$6.90)	\$7.72	\$7.82

Previous rates include a cost-of-living adjustment of 5¢ per hour paid in February 1976.

* Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premiums: Effective Aug. 2, 1976, 0-14¢-18¢ (0-12¢-17¢).
Effective Aug. 2, 1977, 0-16¢-19¢.

Paid Vacations: 3 weeks after 7 (8) years, 4 weeks after 17 (18) years.

Bereavement Leave: 1 day's paid leave upon death of brother-in-law or sister-in-law (new).

Welfare: Life Insurance - Effective Aug. 2, 1976, \$4,000 coverage.
(Previously \$4,000 coverage for principal wage earners, \$3,000 for all others.) Effective Aug. 2, 1977, \$4,500 coverage.

Weekly Indemnity Plan - Benefits of \$75 per week for employees earning less than \$9,500 per year, \$80 for employees earning \$9,500 to \$11,000 per year and \$90 for employees earning over \$11,000 per year. (Previously \$65 per week for employees earning less than \$7,000 per year, \$70 for employees earning \$7,000 to \$7,500 per year and \$75 per week for employees earning over \$7,500 per year.)

KNITTING MILLS

National Knitting Mills Co. Ltd. at Toronto - Textile Workers Union (AFL-CIO/CLC):
A 15½-month renewal agreement effective from August 11, 1976 to November 30, 1977, covering 300 employees, settled during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Aug. 11/76</u>	<u>Aug. 10/77</u>
	Increases	10% for pieceworkers; 10% with a 35¢ minimum increase for other employees.	6% for all employees
	General	\$3.05	\$3.23
	Hand	(\$2.70)	
	Fixer 'A'	\$5.34 (\$4.85)	\$5.66

Note: All increases are subject to approval by the Anti-Inflation Board.

Paid Vacations: Effective in 1976, 3 weeks after 7 (8) years, 4 weeks after 17 (18) years. Effective in 1977, 4 weeks after 16 years.

Welfare: OHIP - Employer pays 100% of cost of current premiums (previously maximum of \$11 for single coverage and \$22 for family coverage) for some employees with 3 years' seniority. For some employees with less than 3 years' seniority, employer pays 50% of cost of current premiums (previously maximum of \$5.50 for single employees and \$11 for family coverage).

Penmans, Division of Domil Industries Limited at Brantford and Paris - Locals 1967 and 1851, Amalgamated Clothing and Textile Workers Union (AFL-CIO/CLC): Two 24-month renewal agreements effective from July 1, 1976 to June 30, 1978, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	July 1/76	July 1/77
General Increases		25¢ for hourly-rated employees, 17¢ for incentive employees	25¢ for hourly employees, 14¢ incentive empl
Classification Adjustments		25¢ for Mechanic and Tradesman; 20¢ for Operating Engineer	25¢ for Mechanic and Tradesman; 20¢ Operating Engi
Leadhand Adjustments		10¢	10¢
Special Incentive Adjustment		13¢	
Sewing Repairs (Brantford)		\$3.05 (\$2.80)	\$3.30
Operating Engineer 2nd Class (Paris only)		\$6.85 (\$6.40)	\$7.30
Probationary period is 60 working days.			
Paid Holidays:	One floating day added for a total of 10 (9) days.		
Paid Vacations:	3 weeks' vacation and 8% vacation pay after 17 (20) years' service, 3 weeks and 9% (8%) vacation pay after 20 years' service.		
Welfare:	<u>Life Insurance</u> - \$3,000 (\$2,000) coverage.		

CLOTHING

Toronto Cloak Manufacturers' Association at Toronto - Locals 14, 83, 92 and 94, International Ladies' Garment Workers' Union (AFL-CIO/CLC): A 24 - month renewal agreement effective from July 1, 1976 to June 30, 1978, covering 800 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	July 5/76	July 4/77
General Increases		12%	10%

*The increases shown above apply to both piece workers and time workers.

New hourly rates were not available at time of publication.

Wage Reopener (former agree- ment):	A wage reopener, triggered in the previous agreement by a rise in the Consumer Price Index above 5%, resulted in a 7% general wage increase effective Dec. 1, 1974.
Paid Vacation:	2 weeks after 1 year (unchanged) and 3 weeks after 2(3) years with vacation pay of 6% paid at the time an employee takes his 2 weeks of vacation. His third week, without further vacation pay, will be taken between Christmas and New Year's. (Previously, the third week was taken at a time mutually agreed upon between employer and employee).
Health and Welfare:	<u>Health and Welfare Fund</u> - The Sick Benefit Fund and Severance Fund and the payment of single O.H.I.P. have been combined into one fund to be administered by the Union. Effective July 5, 1976 the employer contributes an amount equivalent to 2% (1%) of gross wages into the fund and effective Jan. 1, 1978, 4%. Employees continue to contribute 1/4% of gross wages.
Retirement Fund Plan:	As soon as the fund is actuarially sound, benefits will be increased from the present \$70 per month.
Provincial Election Day:	Existing provision for a day off with pay on a Federal General Election Day now extended to include a Provincial General Election Day. An employee working either election day will receive 2 days' pay.
Bereavement Leave:	2 days (1 day) of paid leave in the event of death in the immediate family.

WOOD

Northern Wood Preservers, Limited at Thunder Bay - Local 2827, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 16, 1975 to May 15, 1977, covering 300 employees, settled during a work stoppage. Duration of negotiations - 16 months.

Wages:	Effective	<u>May 16/75</u>	<u>May 16/76</u>
General Increases		71¢ *	10%
Additional Adjustments			25¢ for Mechanical Journeyman
Labour		\$5.69 (\$4.98)	\$6.26
Mechanic (Auto) Class A		\$7.29 (\$6.58)	\$8.29

Previous rates include reclassification and cost-of-living adjustments.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premiums: 0 - 17¢ - 22¢ (0 - 15¢ - 20¢).

Paid Holidays: Service requirement for floating holiday is 9(12) months.

Vacation Pay: Effective in the 1976 vacation year, 8% vacation pay after 14 (15) years' service, 10% vacation pay after 20(25) years and 12% vacation pay (new) after 24 years.

Welfare: Life Insurance and A.D. & D. - \$10,000 (\$5,000) coverage. Employer pays cost of premiums for increased coverage, maintaining a 50% contribution.

Weekly Indemnity - Benefit is 70% of weekly earnings, to a maximum of \$145 (\$120) per week.

FURNITURE AND FIXTURE

Knechtel Furniture Limited at Hanover - Local 2-500, International Woodworkers of America (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1976 to June 30, 1978, covering 245 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>July 1/76</u>	<u>July 1/77</u>	<u>Jan. 1/78</u>
General Increases		55¢	35¢	40¢
Grade 1 (includes Helper)		\$3.78-\$4.17 (\$3.23-\$3.62)	\$4.13-\$4.52	\$4.53-\$4.93
Grade 10 (includes Maintenance Electrician)		\$4.75-\$4.94 (\$4.20-\$4.39)	\$5.10-\$5.29	\$5.50-\$5.69

Probationary period is 30 (45) calendar days. Maximum rates for Grades 1-5 reached after one 3-month increase and one 6-month increase, or on merit. Maximum rates for Grades 6-10 reached after one 3-month increase, one 6-month increase and one 12-month increase, or on merit.

Shift Premiums: 0-25¢-30¢ (0-10¢-15¢) for stationary engineers. Unchanged for production employees.

Vacation Pay: 4% with less than 8 years' service, 6% with 8 to 14 years, 8% with 15 to 20 years, 9% with 21 and 22 years and 10% with 23 or more years. (Previously 4% with less than 8 years' service, 6% with 8 to 14 years, 7% with 15 to 19 years and 9% with 20 or more years.)

Sklar Furniture Limited (Peppler Division) at Hanover - Local 2-500, International Woodworkers of America (AFL-CIO/CLC): A 12-month renewal agreement effective from July 1, 1976 to June 30, 1977, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>July 1/76</u>	<u>Jan. 1/77</u>
	General		
	Increases	40¢	20¢
	Grade 1	\$3.59-\$4.05	\$3.79-\$4.25
	(includes	(\$3.19-\$3.65)	
	Lumber Handler)		
	Grade 5	\$4.34-\$4.76	\$4.54-\$4.96
	(includes	(\$3.94-\$4.36)	
	Skilled		
	Maintenance)		

Probationary period is 30 working days. Maximum rates reached after one 18-month increase.

PAPER AND ALLIED

CIP Containers Ltd. at Pointe-aux-Trembles, Que. and Burlington, Markham, Rexdale and London, Ont. - Locals 343, 849, 949 and 1,872, Canadian Paperworkers Union (CLC) and Local 229, International Chemical Workers' Union (AFL-CIO/CLC): A 24 - month renewal agreement effective from June 1, 1976 to May 31, 1978, covering 850 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 1/76</u>	<u>June 1/77</u>
	General	7.7%-13.7%	8.2%-9.1%
	Increase		

	<u>June 1/76</u>	<u>June 1/77</u>
Grade 1 (includes General Help)	\$5.60 (\$5.20)	\$6.11
Grade 4 (includes Shipper)	\$6.08 (\$5.50)	\$6.62
Grade 8 (includes Corrugator Operator)	\$6.72 (\$5.95)	\$7.30
Grade 10 (includes Electrician "A")	\$7.23 (\$6.40)	\$7.82
Shift Premium:	0 - 15¢ - 20¢ (0 - 14¢ - 20¢). Effective June 1, 1977, 0 - 15¢ - 22¢.	
Shift Change:	If an employee is required to change to a shift other than that for which he was scheduled, he will be paid time and one-half for the first shift worked after the change. (Previously employee was paid time and one-half if he did not receive at least 24 hours' notice of change).	
Health and Welfare:	<u>Life Insurance</u> - Amount of Group Life Insurance will be adjusted, if necessary, each time a general increase is granted. (Coverage ranged from \$12,000 to \$18,000 according to earnings).	
	<u>Weekly Indemnity</u> - Employer will introduce by June 1, 1977 a scale of benefits ranging from 70% maximum UIC benefits to 70% no maximum in five steps depending on average annual cost of claims per insured person in each plant. (Benefits are now scaled from \$81 to \$120 per week according to earnings).	
	<u>Extended Health Care Plan</u> - Effective Sept. 1, 1976 employer contributes \$6.65 (married) and \$2.56 (single) per month to premium cost in Ontario and \$7.55 (married) and \$2.91 (single) in Quebec. (Previously \$5.00 (married) and \$2.00 (single) in both provinces).	
Pension Plan:	Effective Aug. 23, 1976 employer will pay the costs of providing for employees a future pension credit of 50% of contributions made by the members prior to Jan. 1, 1975 (previously 43.75%).	
Separation Pay (plant or department close-down):	In event of permanent shut-down of a plant or any one department, employees with at least 3 years of continuous service will be entitled to separation pay equal to 2% of total earnings for the last full period of continuous service (new).	
Machinery Breakdown:	In event of machine or mechanical breakdown, the crew will be given work to finish their shift (new).	

Meal Allowance: \$2 (\$1.50) for employees required to work more than 10 continuous hours, or 12 hours for those on a 10-hour shift.

Safety Shoe Allowance: Employer will pay up to \$12 towards the purchase of one pair of safety shoes per employee per year (new).

TRANSPORTATION EQUIPMENT

Canadian Trailmobile Limited (Factory and Service Branch) at Brantford - Local 397, Auto Workers (CLC): A 36-month renewal agreement effective from June 1, 1976 to May 31, 1979, covering 350 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>June 1/76</u>	<u>Aug. 1/76</u>
	COLA Fold-in		35¢
	General Increases	20¢ *	
	Helper	\$5.11 (\$4.91)	\$5.46
	Tool & Diemaker	\$6.13 (\$5.93)	\$6.48
	Effective	<u>June 1/77</u>	<u>June 1/78</u>
	COLA Fold-in	35¢	35¢
	General Increases	20¢	20¢
	Helper	\$6.01	\$6.56
	Tool & Diemaker	\$7.03	\$7.58

*Note: Increases are subject to approval by the Anti-Inflation Board.

Cost-of-Living Allowance: Effective Aug. 1, 1976, 35¢ per hour incorporated into rates, leaving a float of 84¢. Effective June 1, 1977 and June 1, 1978, fold-ins of 35¢ per hour.

1¢ per hour for each 0.35 (0.45) of a point change in the Consumer Price Index on the 1971 (1961) = 100 base. Calculated quarterly, uncapped.

Paid Holidays: Effective June 1, 1978, one floating holiday added for a total of 13 (12) days.

Welfare: Life Insurance - Effective Aug. 1, 1976, \$7,000 (\$6,000) coverage for permanent employees with less than one year's service, \$8,000 (\$7,000) coverage with one or more years' service. Effective Aug. 1, 1977, \$8,000 coverage for permanent employees with less than one year's service, \$9,000 coverage with one or more years' service. Effective Aug. 1, 1978, \$9,000 coverage for permanent employees with less than one year's service, \$10,000 coverage with one or more years' service.

A.D. & D. - Effective Aug. 1, 1976, \$7,000 (\$6,000) coverage.

OHIP - Employer pays cost of premiums for employees receiving Workmen's Compensation benefits in excess of 39 weeks, for as long as they are unable to perform any type of work. (Previously employer payment terminated after 39 weeks.)

Major Medical Plan - Employer pays up to \$5.00 for completion of required medical forms by a doctor (new).

Pension Plan: Basic Benefit - Effective Jan. 1, 1977, \$7.50 (\$6.75) per month per year of service. Effective Jan. 1, 1979, \$8.00 per month per year of service.

Supplementary Benefit - Effective Jan. 1, 1977, \$3.75 (\$3.00) per month per year of service.

Safety Shoe Allowance: \$12 (\$6) per year.

ELECTRICAL PRODUCTS

Canadian Chromalox Company, Ltd. at Toronto - Local 252, United Auto Workers (CLC): A 24 - month renewal agreement effective from Apr. 29, 1976 to Apr. 28, 1978, covering 510 employees, settled after a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Apr. 29/76</u>	<u>Oct. 29/76</u>	<u>Apr. 29/77</u>
General Increase		50¢	10¢	50¢
Janitor Gr. 1		\$5.70 (\$5.20)	\$5.80	\$6.30
Electrician		\$7.25 (\$6.75)	\$7.35	\$7.85

Health and Welfare: Life Insurance and A.D. & D. - Coverage will continue to be expressed as an amount equivalent to a year of salary. Amounts are therefore increased to reflect the new wage scale.

Weekly Indemnity - Coverage continues at a rate equivalent to 70% of weekly earnings.

GSW Limited - Limitee at London, Hamilton, Dundas, and Fergus, Ontario and Montreal, Quebec - Various Locals, United Steelworkers of America (AFL-CIO/CLC): Seven 24-month renewal agreements effective from Aug. 1, 1976 to July 31, 1978, covering a total of 1,145 office and plant employees, settled at the post-conciliation bargaining stage. Duration of negotiations- 4 months.

Holdback: Only part of the scheduled first year increase will be implemented prior to Anti-Inflation Board review, e.g., hourly employees at London will receive 40¢ of the scheduled 52¢ increase and office employees at London will receive 37¢ of their scheduled 53¢ increase.

Wages:	Effective	<u>Aug. 1/76</u>	<u>Aug. 1/77</u>
	COLA Fold-in	15¢	
	Increases:		
	London (Hourly)	52¢ plus adjustments of 40¢ for skilled workers and 18¢ for certain day workers	45¢
	Hamilton, Dundas, Fergus and Montreal (Hourly)	55¢	45¢
	London (Office)	53¢	45¢
	Fergus and Montreal (Office)	55¢	45¢
	General Labourer (London)	\$5.05 (\$4.20)	\$5.50
	Electrician (London)	\$6.72 (\$5.65)	\$7.17

Cost of Living Allowance: Providing there are no restrictions stemming from the Anti-Inflation Board program an allowance of 1¢ for each .35 point change in the Consumer Price Index (1971 = 100) will be calculated for the last two quarters of the agreement using the CPI for December 1977 as the base. (Previous formula: 1¢ per 0.5 point change in the CPI (1961 = 100), capped at 15¢.)

Call-back Pay: Minimum of 4(3) hours at time and one-half.

Paid Holidays: A floating holiday will be added in the second year of the agreement for a total of 13 holidays.

Health and Welfare: Life Insurance - \$10,000(\$8,000).

A.D. and D. - \$10,00(\$8,000).

Weekly Indemnity - \$110(\$100).

Dental Plan (new) - Effective Aug. 1, 1977 a basic preventative dental plan will be introduced with the employer paying 100% of the premiums.

Pension Plan: Benefits now calculated at the rate of \$6 per month per year of past and future service. (Previously, \$4 per month per year of service, to a maximum of 30 years.) Change applies only to hourly-rated employees at London, Hamilton and Montreal.

Salary Continuation Plan: The plan pays the difference between weekly indemnity benefits and an employee's regular salary. Duration of benefits range from 1 week of an employee with 2 years of service to 13 weeks for an employee with 25 years. (New for London office employees. Fergus office employees maintain a similar plan in effect from previous agreement. The other plants do not have a salary continuation plan.)

CHEMICAL AND CHEMICAL PRODUCTS

Eddy Match Company Ltd. (Eddy Match and Eddy Industrial Products Divisions) at Pembroke - Local 3175, Carpenters (AFL-CIO/CLC): A 12-month renewal agreement effective from Apr. 1, 1976 to Apr. 1, 1977, covering 200 employees, settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	<u>Apr. 1/76</u>
	General Increase	40¢
	Feeder	\$3.62 (\$3.22)
	Offset Operator (2 colour 31" press)	\$6.24-\$6.72 (\$5.84-\$6.32)

Probationary period is 30 working days. Maximum rates for Offset Operator reached after one 6-month increase.

Bereavement Leave: Step-mother and step-father included in up to 3 days' paid bereavement leave.

TRANSPORTATION

Canadian Lake Carriers Association, Great Lakes and St. Lawrence - Seafarers' International Union of Canada, Canadian Marine Officers Union and the Canadian Merchant Service Guild (AFL-CIO/CLC): Three 24 - month renewal agreements effective from June 1, 1976 to May 31, 1978, covering a total of 3,240 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	June 1/77
	General Increase	10%
	<u>Seafarers - 2,240 employees</u>	
	Ordinary Seaman	\$4.20 (\$3.82)
	Mechanical Assistant	\$4.85 (\$4.41)
	Crane Operator	\$6.48 (\$5.89)

Note: Effective June 1, 1977 the ratings of deckhand and oiler are eliminated and replaced by the ratings of ordinary seaman and mechanical assistant.

Canadian Marine Officers - 500 employees

5th Engineer (under 12,000 tons)	\$5.96 (\$5.42)
2nd Engineer (over 12,000 tons)	\$6.85 (\$6.23)

Canadian Merchant Service Guild - 500 employees

3rd Mate (under 12,000 tons)	\$4.74 (\$4.31)
1st Mate (over 12,000 tons)	\$5.63 (\$5.12)

Paid Leave: Effective June 1, 1976 employees receive 2 (1) days' paid leave credit for 6 days worked.

The following changes apply to the Seafarers' agreement. Details of provision changes other than wages for the other two agreements were not available at time of publication.

Bonus for Excess Days: For every day worked in excess of 260 days with the same Company, a bonus of 10% of the daily rate will be paid for all such additional days worked. (Following 10 months of employment in a year, the employee was entitled to additional vacation benefits for all days worked in excess of 270 days on the basis of 16/270 or 21/270 of the basic rate, whichever was applicable).

Dirty Work Premium: \$35 (\$30) per cleanout for employees cleaning out holds in which bulk cargoes of cement, cement clinkers, sulphur or pitch are carried.

Paid Holidays: First Monday in August is added for a total of 10.

Health and Welfare:	<u>Employer Contribution</u> - Company contributes 80¢ (60¢) per job per payroll day to existing Canadian Seafarers Welfare Plan. Effective June 1, 1977, \$1 per job per payroll day.
School of Seamanship:	Employer pays 30¢ (5¢) per job per payroll day. Effective June 1, 1977, 50¢ per job per payroll day.
Hiring Hall Fund:	Employer contributes to the Seafarers International Union 30¢ (10¢) per job per payroll day. Effective June 1, 1977, 50¢ per job per payroll day.
Transportation Costs:	Employees rejoining a ship at fit-out receive transportation costs on the basis of 10¢ (8¢) per land mile during the first year of the agreement and on the basis of 12¢ per land mile during the second year of the agreement for the distance between their home and the vessel in Canada, up to a maximum of \$150 (\$100).
Room and Board Allowance:	When the Company does not provide room and board, an employee receives \$4.25 (\$3.50) per meal and \$20 (\$16) for a room per night.
Marine Disaster:	An employee is compensated up to a maximum of \$1,000 (\$700) for loss of clothing and other personal effects because of a marine disaster or shipwreck.

Canadian Pacific Express Ltd. (Atlantic, Eastern and Western Regions) - Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-CIO/CLC) (warehousemen, drivers, mechanics, clerks, etc.): A 24-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1977, covering 3,300 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>July 1/76</u>	<u>Jan. 1/77</u>
General Increases		11%		8.27%
Special Adjustments			6¢ - 88¢	
<u>Weekly Rates</u>				
Clerical (A-1)		\$143.57 (\$129.34)		\$155.44
Truck Tractor Repair (J-1)		\$228.03 (\$205.43)		\$246.89
Mechanic (L-2)		\$253.88 (\$228.72)		\$274.88

Jan. 1/76

July 1/76

Jan. 1/77

Hourly Rates (Toronto)

Warehouseman-	\$5.60	\$6.046	\$6.546
Vehicleman	(\$5.05)		
(Tractor-Trailer)			

Warehouseman-	\$5.60	\$6.02	\$6.517
Vehicleman	(\$5.05)		

Previous rates include COLA adjustment of 0.8% retroactive to Jan. 1, 1975.

Cost of Living Allowance: Effective Dec. 31, 1976 a percentage increase in basic rates equal to the percentage increase of the Dec. 1976 Consumer Price Index over the Dec. 1975 CPI, after an initial increase of 8%.

Premium Pay: Effective July 1, 1976 a vehicleman whose regular assignment requires the operation of Tractor-Trailer equipment for 30 minutes or more per day will be paid at the rate of a Tractor-Trailer Vehicleman for the entire day (new).

Health and Welfare: Weekly Indemnity - Maximum benefits \$133 (\$123) per week. Effective Jan. 1, 1977 maximum benefits will be amended to conform with the Unemployment Insurance Commission criteria for maximum sickness benefit payments for 1977.

Motor Transport Industrial Relations Bureau (Eastern Canada Car Carrier Division) in Ontario and Quebec - Locals 106, 880, and 938 International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America (Ind.): A 36 month renewal agreement effective from July 4, 1976 to June 30, 1979, covering a total of 1,500 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 4/76</u>	<u>July 3/77</u>	<u>July 2/78</u>
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COLA Fold-in	86¢		
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HOURLY RATES

Maintenance (Semi-skilled)	\$7.81 (\$6.48)	\$8.23	\$8.69
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Maintenance (Skilled)	\$8.51 (\$7.10)	\$9.01	\$9.65
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Driveway Man	\$7.63 (\$6.37)	\$8.08	\$8.58
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Highway Driver (hourly rate)	\$7.88	\$8.38	\$8.93
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	<u>July 4/76</u>	<u>July 3/77</u>	<u>July 2/78</u>
<u>MILEAGE RATES</u>			
Loaded Mileage	19.505¢ (16.355¢)	20.605¢	21.705¢
Empty Mileage	15.905¢ (12.755¢)	16.905¢	17.905¢
Cost of Living Allowance:	In the event the Anti-Inflation Act is repealed before Dec. 31, 1978 and not otherwise replaced, a cost of living allowance provision will be implemented to provide for a 1¢ change (upwards or downwards) for each .35 point change in the Consumer Price Index (1971 = 100), calculated semi-annually beginning with a period subsequent to the Act's repeal. Employees paid on a mileage basis will have their mileage rate changed by .025¢ per mile per .35 point change in the Index in accordance with the above.		
Shift Premium:	<u>Maintenance Employees</u> - Effective upon ratification, 35¢; effective July 3, 1977, 40¢; and effective July 2, 1978, 45¢ per hour for all hours worked on shifts except those starting between 6 a.m. and 10 a.m. <u>Non-maintenance Employees</u> - Remains at 20¢ per hour. (Previously, the shift premium provision of 20¢ applied to all hourly rated employees with no distinction between maintenance and non-maintenance.)		
Paid Holidays:	Commencing in 1977, Civic Holiday has been added for employees in Ontario and St. Jean Baptiste Day has been added for employees in Quebec for a total of 14 paid holidays.		
Holiday Occurring on a Saturday:	To be observed on day proclaimed by Federal or Provincial Government. (Previously provision applied only to Sunday.)		
Paid Vacation:	2 weeks after 1 year of service, 3 weeks after 5(6) years, 4 weeks after 10(12) years, 5 weeks after 18(20) years and 6 weeks after 25 years (new).		
Overtime Rate of Pay:	Time and one-half except for hours worked in excess of 11 hours per day, which will now be paid at the rate of double time. (Previously, time and one-half applied to all overtime hours worked.)		
Work on Saturday and Sunday:	For shifts commencing on a Saturday, time and one-half rate until 12 midnight and double time for the remainder of the shift. (Previously, rate of pay for all shifts commencing on a Saturday remained at time and one-half throughout.)		
Health and Welfare:	Effective Jan. 1, 1977, the employer will contribute \$40 per employee per month to provide Group Life, A.D. and D., Dependent Group Life, Weekly Indemnity, and Long Term Disability Insurance benefits. A union-management committee will administer the program and, from time to time, determine levels of benefits. (Prior to the commencement of this program, the existing plans, funded on an individual basis, will remain		

unchanged from the previous agreement except for the amendments noted below.)

Blue Cross Extended Health Care Plan - Coverage for eye glasses now limited to a maximum of \$60 per person per year and for hearing aids to a lifetime maximum of \$300 per person. (Previously, no limits specified.)

Dental Plan - Effective Jan. 1, 1977, orthodontics will be included for coverage of up to 50% of service fees. All coverage under the revised dental plan will be based on the 1975(1971) Ontario Dental Association Schedule of Fees.

Weekly Indemnity - Benefit level will remain equal to or greater than the U.I.C. minimum.

Pension Plan: The employer will contribute \$40(\$30) per month per non-probationary employee commencing from ratification, \$50 per month July 1, 1977 and \$60 per month July 1, 1978. Employee's contribution remains at \$10 per month.

Notice of Lay-off: All maintenance employees are to receive 5(3) working days' notice prior to lay-off.

Safety Glasses: The employer is to contribute a maximum of \$60 in the first year of the contract, \$65 in the second, and \$70 in the third for required prescription safety glasses. (Previously, \$40 per year).

Metric Tools: The employer is to provide a minimum of one complete set of metric tools when required (new).

Uniform Allowance: The employer is to contribute \$50 in the first contract year, \$60 in the second, and \$70 in the third towards the cost of employee's purchase of occupational apparel. (Previously, \$40 per year).

Meal Allowance: Drivers - \$4(\$3) for each sleep away from the home terminal. Effective July 1, 1978, \$5.

Maintenance - \$4 after 8 hours with an additional \$4 for each additional 4 hours worked away from the terminal. Effective July 2, 1978, \$5. (Previously, \$4 for maintenance employees working during a lunch period while on a road call).

Lodging During Temporary Transfer: Laid off employees accepting temporary work away from the home terminal will be provided with lodging by the employers (new).

Medical Examination: An employee required to take a medical examination away from the home terminal area will be paid \$25 by the employer (new).

Bereavement Leave: Definition of "immediate family" extended to include step-parents, step-son/daughter, sister-in-law, brother-in-law, grand-children, grandparents-in-law and legal guardian.

Court Leave: Provisions applying to jury duty leave now extended to an employee called as a crown witness.

Pay for Labour- The chief steward on highway will be paid a maximum of 40(20)
Management hour per month for time spent of Labour-Management problems.
Meeting:

Toronto Transit Commission - Division 113, Amalgamated Transit Union (AFL-CIO CLC): A 12-month renewal agreement effective from July 1, 1976 to June 30, 1977, covering 6,380 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Holdback: A general wage increase of 8% retroactive to July 1, 1976 is to be the only monetary change implemented pending a ruling by the Anti-Inflation Board. Benefit improvements, including those shown below, and the balance of the scheduled wage increase (i.e. 2% retroactive to July 1, 1976) will be implemented as permitted.

Wages:	Effective	July 1/76
	General Increase	10%*
	Wage Group 2 (includes Labourer)	\$5.39-\$6.34 (\$5.40-\$5.76) Former Schedule "A" (\$5.09-\$5.67) Former Schedule "B"
	Wage Group 6 (Operator)	\$6.00-7.24 (\$6.13-\$6.58) Former Schedule "A" (\$5.77-\$6.58) Former Schedule "B"
	Wage Group 9 (includes Machinist)	\$6.82-\$8.02 (\$6.90-\$7.29) Former Schedule "A" (\$6.51-\$7.29) Former Schedule "B"

*Employees under the former agreement were covered, according to their hiring dates, by one of two wage schedules. This new agreement introduces a single schedule and provides for the phase-out of the two-schedule system. New employees and those employees who, on ratification, were at the maximum rate for their wage group, will be paid according to the new single schedule. Employees, who on ratification were at the minimum or an intermediate rate, will receive an increase of 10%. When they are due for a step-rate increase, they will move to the appropriate rates specified by the new single schedule.

Cost of Living 1¢ per 0.4 increase in the Consumer Price Index for Toronto
Allowance: above a base of 159.5 (1971 = 100). Any such adjustment will be effective commencing with the first pay period following the date on which the new index level is issued by Statistics Canada. (The formula under the previous agreement stipulated a trigger point of 195 (1961 = 100). As this level on the CPI was not exceeded, no allowance was generated.)

Shift Premium: 0-24¢-24¢ (0-22¢-22¢)

Paid Holidays: Agreement now provides that whenever Boxing Day falls on a Sunday it will be observed on the following Monday.

Paid Vacation: Effective Jan. 1, 1977, 2 weeks after 1 year of service (unchanged), 3 weeks after 3 (5) years, 4 weeks after 10 (12) years, 5 weeks after 18 (22) years and 6 weeks after 25 (30) years.

Health and Weifare: O.H.I.P. - Effective Jan. 1, 1977, benefits are extended to include semi-private hospital ward coverage on a 50/50 Employer-Employee contribution basis. The plan is optional and available only to regular active employees with more than 6 months' continuous service. (Previously employees paid 100% of the premium.)

Dental Plan (new) - Effective Apr. 1, 1977, a non-deductible dental plan with benefits based on the present Ontario Dental Association schedule of fees will be introduced. The employer is to contribute on behalf of regular active employees with more than 6 months of continuous service an amount equivalent to 100% of the plan's premium as presently costed.

Employee Assistance Program (new) - The employer will engage a professional counsellor to provide, wherever possible and practical, appropriate assistance, support information and counselling, on either a voluntary or mandatory basis, to enable any employee who is experiencing a personal problem to resolve his difficulties.

Pension Plan: Minimum Pension (new) - Effective Sept. 16, 1976, any present or future pensioner on normal retirement with 20 or more years of service upon retiring is guaranteed a minimum of \$200 per month. Pensioners with 30 or more years of service will be guaranteed \$225 per month. The difference between the T.T.C. pension and the guaranteed amounts will be made up by the Commission.

Unreduced Pension - Effective Jan. 1, 1977, employees with 30 years of service may retire with full pension benefits regardless of age (previously age 60). The employer and union will share any resulting added cost.

Income Averaging - With the normal review after Jan. 1, 1977, the actuary is to use the 3 best consecutive years of earnings, including earnings in 1975, to update pensions. The employer and union will share any resulting added cost.

Total Disability Pension - Effective July 1, 1976, \$450 (\$400) per month.

Cleaning of Work Clothing: Effective Jan. 1, 1977, one pair of issue work pants, coveralls or overalls will be laundered one each week for each employee at no cost to the employee. All other laundering of issue clothing at employer's expense will be discontinued.

Safety Shoe Allowance: Effective on the date of ratification, \$14 (\$12) per contract year for employees with 1 year of continuous employment who are required to work in designated areas.

Meal Allowance: Effective July 1, 1976, meal allowance to be increased by the same percentage increase that is applied to the Grey Coach Lines Drivers' base wage rate.

Parcel Express Allowance: Effective July 1, 1976, the allowance of 10¢ per parcel paid drivers delivering a revenue parcel to the last destination on Grey Coach Lines service will be increase by the same percentage increase applied to wage rates.

Mileage Rates: Effective July 1, 1976, the allowance of 24.2¢ per mile paid drivers operating a crew or scheduled run in excess of 219 miles will be increase by the same percentage increase applied to wage rates.

EDUCATION AND RELATED SERVICES

Nipissing Board of Education - Local 1165, Canadian Union of Public Employees (CUC): A 12-month renewal agreement effective from May 1, 1976 to April 30, 1977, covering 250 employees, settled at the bargaining stage. Duration of negotiations-5 months.

Wages:	Effective	<u>May 1/76</u>
	General Increase	7%*
	<u>Unit 1</u>	
	Clerk Secretary	\$6,350-\$8,970 (\$5,935-\$8,380)
	Audio-Visual Technician	\$8,485-\$11,110 (\$7,930-\$10,380)
	<u>Unit 2</u>	
	Cleaner	\$8,220-\$9,340 (\$7,682-\$8,729)
	Plumber	\$12,454 (\$11,639)

Probationary period is 6 months. Maximum rates reached after 7 semi-annual increases for Unit A. Maximum rates reached after 30 months for Cleaners.

* Note: Increases are subject to approval by the Anti-Inflation Board.

Cost-of-Living Allowance: If the Consumer Price Index (1971=100) rises by more than 7% between January 1976 and January 1977, 1% of annual salary, per 1% increase above the 7% increase, to be payable April 1977 (n

Paid Vacations: 4 weeks after 9 (15) years. 1 day for each year over 15 years to a maximum of 25 days after 19 years (new).

Welfare: Life Insurance and A.D. & D. - 2 times annual salary for Unit 2 employees (Previously \$5,000 for life insurance only for Unit 2 employees and 2 times annual salary for life insurance and A.D. & D. for Unit 1 employees.)

Extended Health Care Plan - Employer pays 100% (75%) of cost of premiums.

York University at Toronto - Graduate Assistants' Association (Ind.) Unit 1 - Full-time Graduate Students; Unit 2 - Non-Students (part-time teachers, demonstrators, tutors and markers): Two 12½ - months first agreements effective from Aug. 12, 1976 to Aug. 31, 1977 with increases retroactive to May 1, 1976. The agreements cover a total of 1,000 employees and were settled with mediation assistance. Duration of negotiations - 7 months.

Wages:	Effective	May 1/76
	Course Director	\$3,100 per assignment
	Tutor 1 (Tutorial Leader)	\$1,100 per assignment
	Tutor 2 (Demonstrator)	\$400 per lab hour
	Tutor 3 (Marker/Grader)	\$7 per hour
	Tutor 4 (Individual Tutor)	\$7 per hour
	Tutor 5 (College Tutorial Leader)	\$1,300 per assignment
	Teaching Assistantship*	\$2,700 (\$2,400)
	Full Assistantship	per academic year
	10 hours per week	

*This category applies only to the Unit 1 agreement. All other categories shown above apply to both agreements.

Vacation Pay: All members of the bargaining unit will be entitled to an additional 4% of earnings as vacation pay, subject to their eligibility under the terms of the Employment Standards Act.

HEALTH AND WELFARE SERVICES

Oshawa General Hospital - Local 45, Canadian Union of Public Employees (CLC):
A 25-month renewal agreement effective from Feb. 28, 1976 to Mar. 31, 1978, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 8½ months.

Wages:	Effective	<u>Mar. 1/76</u>	<u>Apr. 1/76</u>
	General Increases	17¢ for O.R. Technician, Orderly, R.N.A. and all Aide classifications other than C.S.R. Aide; 20¢ for all others*	29¢
	Ward Aide	\$4.18-\$4.37 (\$4.01-\$4.20)	\$4.47-\$4.66
	Porter	\$4.52-\$4.70 (\$4.32-\$4.50)	\$4.81-\$4.99
	Registered Nursing Assistant, Orderly	\$4.73-\$5.00 (\$4.56-\$4.83)	\$5.02-\$5.29
	Journeyman Electrician (Ont.)	\$5.39-\$5.86 (\$5.19-\$5.66)	\$5.68-\$6.15
	Effective		<u>Aug. 5/76</u>
	Classification Adjustments		12¢ for General Maintenance-Welder; 15¢ for Electronics Technician, Journeyman Electrician (Ont.), Plumber, Carpenter, Painter, Maintenance Mechanic
	Ward Aide		\$4.47-\$4.66
	Porter		\$4.81-\$4.99
	Registered Nursing Assistant, Orderly		\$5.02-\$5.29
	Journeyman Electrician (Ont.)		\$5.83-\$6.30

Effective	<u>Jan. 1/77</u>	<u>Sept. 1/77</u>
General Increases	29¢	29¢
Classification Adjustments	10¢ for General Maintenance- Welder, Electronics Technician, Journey- man Electrician (Ont.), Plumber, Carpenter, Painter, Maintenance Mechanic	
Ward Aide	\$4.76-\$4.95	\$5.05-\$5.24
Porter	\$5.10-\$5.28	\$5.39-\$5.57
Registered Nursing Assistant, Orderly	\$5.31-\$5.58	\$5.60-\$5.87
Journeyman Electrician (Ont.)	\$6.22-\$6.69	\$6.51-\$6.98

Probationary period is 3 months. Maximum rates reached after one 6-month increase and one 3-month increase.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premiums:	Effective Aug. 5, 1976, 0 - \$1.40 - \$1.40 (0 - \$1.10 - \$1.10). Effective Apr. 1, 1977, 0 - \$1.55 - \$1.55.
Call-in Pay:	Effective Aug. 5, 1976, minimum of 3 hours' pay at time and one-half. (Previously minimum of 3 hours at straight time or time and one-half for hours worked, whichever is greater.)
Paid Holidays:	Effective Feb. 28, 1976, one floating day added for a total of 11 (10) days.
Paid Vacations:	Effective Feb. 28, 1976, 4 weeks after 14 (15) years' service. Effective Jan. 1, 1977, 3 weeks after 4 (5) years' service and 4 weeks after 13 years.
Welfare:	<u>OHIP</u> - Effective in August 1976, employer pays 100% (90%) of cost of premiums. <u>Extended Health Care Plan</u> - Effective Nov. 1, 1976, employer pays 50% of cost of premiums for the Blue Cross Extended Health Care Plan, \$10-\$20 deductibles, no co-insurance (new).

Ottawa Civic Hospital and 58 other Ontario hospitals - Various Locals, Canada

Union of Public Employees (CLC): Renewal agreements with 52 hospitals whose previous agreements expired Dec. 31, 1975, and with five hospitals whose previous agreements expired between Feb. and June 1976. In addition, there are 2 first time agreements. All 59 agreements, covering a total of 13,470 employees, expire Mar. 31, 1978 and were settled at the conciliation of the final stage. Duration of negotiations - 11 months.

New Bargaining structure: This is the first occasion that these 59 hospitals have engaged in joint bargaining as a group. In certain cases the previous agreements held by individual hospitals provided for greater entitlement than the new settlements and in such cases the greater entitlement will prevail.

Holdback: Wage and benefit improvements reported below are subject to the approval of the Anti-Inflation Board, and will not be implemented until a favourable decision has been rendered.

Wages:	Effective (Dates vary slightly)	Jan. 1/76*	April 1/76	Aug. 1/76	Jan. 1/77	Sept. 1/77
	General Increases (monthly)	\$35	\$50		\$50	\$50
	Trades Adjustments (52 hospitals)			\$8 per month	\$7 per month	

Ottawa Civic
Hospital

Effective	Jan. 5/76	April 12/76	Aug. 16/76	Jan. 3/77	Sept. 11/77
<u>Monthly Rates</u>					
Nursing	\$801.61-	\$851.61-		\$901.61-	\$951.61-
Assistant	\$849.38 (\$766.61- \$814.38)	\$899.38		\$949.38	\$999.38
Carpenter	\$992.78 (\$957.78)	\$1,042.78	\$1,050.78	\$1,107.78	\$1,157.78

*The increase scheduled for this period (the first pay period following termination of the previous agreement) will not be applied at three hospitals, i.e., Ajax and Pickering General, Peterborough St. Joseph's, and Port Colborne General. In those hospitals where the increase does apply, the monthly rates for and R.N.A.-Orderly (trained) and for a Trained Ambulance Attendant are not to exceed \$870 and \$950, respectively, as of Mar. 31, 1976.

Ajax and Pickering General - First scheduled general wage increase is \$65 per month effective Apr. 1 1976. Thereafter, follows above schedule.

Peterborough St. Joseph's - First scheduled general wage increase is \$60 per month effective June 30, 1976. Thereafter, follows above schedule.

Port Colborne General - Previous contract expired Mar. 31, 1976. First schedule general increase is \$50 per month effective April 1, 1976.

Adjustments:

Paramedics -Registered Technologists and Technicians at Hamilton Civic, Pembroke General and Renfrew - Victoria Hospitals will receive additional adjustments.

R.N.A. & Orderly (Trained) - Maximum rate to be \$870 per month as of Mar. 31, 1976. Hospitals falling short of this amount will, effective upon ratification, adjust the rate by half the difference. The remaining difference will be adjusted Jan. 1, 1977.

<u>Effective</u>	<u>Maximum Rate</u>
Jan. 1, 1976	\$ 870 per month
April 1, 1976	\$ 920
Jan. 1, 1977	\$ 970
Sept. 1, 1977	\$1,020

Trained Ambulance Personnel - In lieu of the above general wage increases, qualified ambulance personnel in 13 designated hospitals will have their rates adjusted retroactive to their preceding expiry dates by varying amounts ranging up to \$35 per month. A second adjustment will be made the first pay period following ratification to establish a maximum rate of \$950 per month for each of the 13 hospitals. Further increases of \$50 per month are scheduled for April 1, 1976, Jan. 1, 1977 and Sept. 1, 1977. Ambulance personnel who have traditionally received a higher rate of pay will maintain their differential.

Shift Premium: Effective the first pay period following ratification, \$1.40 per shift. Effective April 1, 1977, \$1.55 per shift.

Call-back Pay: A minimum of 3 hours' pay at time and one-half for those agreements with previous call-back provisions.

Overtime Rate of Pay: Time and one-half for hours worked in excess of normal work period.

Reporting Pay: A minimum of 4 hours of work or pay.

- Standby Allowance: Effective the first pay period following ratification, 75¢ per hour on standby, and effective April 1, 1977, \$1.00 per hour. Applies to those agreements with previous standby provisions.
- Paid Holidays: Effective in 1976, all agreements to provide a minimum of 11 days through the addition, where necessary, of a floating holiday to be observed in accordance with arrangements between individual employees and employers. If the Province of Ontario proclaims Heritage Day as a holiday, this day will be observed as the added holiday.
- Paid Vacation: 2 weeks after 1 year of service, 3 weeks after 5 years and 4 weeks after 14 years. In 1977, 3 weeks after 4 years and 4 weeks after 13 years.
- Interruption of Vacation: An employee agreeing to interrupt his vacation to return to work at the request of his employer, will be paid time and one-half for all such hours worked and will be given a lieu day off for each day worked to replace the days of vacation missed.
- Health and Welfare: O.H.I.P. - The employer to pay 100% of the present billed premium for standard ward coverage.
- Blue Cross Extended Health Care Plan - Effective Nov. 1, 1976, the employer pays 50% of the current premium (\$10 single and \$20 family deductible, no co-insurance) for participating employees.
- Group Life - Effective the first billing date following Oct. 1, 1976, the employer pays 80% of the premium.
- Sick Leave - Agreements without a disability insurance plan will provide for a maximum accumulation of sick leave credits of at least 100 days.
- Bereavement Leave: Definition on "immediate family" extended to include mother-in-law and father-in-law.
- Jury Duty: An employee will receive his regular rate of pay if required to serve on a jury or appear in court on job related matters.
- Maternity Leave: Existing provisions now to include the right of an employee to extend her leave to 6 months.
- Rest Period: Two 15 minute rest periods during regular hours and a rest period of 15 minutes for overtime work of 3 hours or more.
- Technological Change: An agreement with no previous provisions for technological change is to provide for notification of and discussion with the Union to consider alleviating measures. Notification of employees with one or more years of continuous service is also stipulated.

Hospitals Involved

Ajax and Pickering General
Bowmanville Memorial
Chapleau, Lady Minto
Cobourg District General
Cochrane, Lady Minto
Espanola General
Fort Erie, Douglas Memorial
Fort Frances, La Verendrye General
Guelph General
Guelph, St. Joseph's
Haileybury Temiskaming
Hamilton Chedoke
Hamilton Civic
Hamilton, St. Joseph's
Hamilton, St. Peter's
Humber Memorial, Weston
Joseph Brant Memorial
Kenora, Lake of the Woods District
Kingston General
Kingston, Ongwanada
Lindsay, Ross Memorial
Mattawa General
Milton District
North Bay Civic
North York General
Ottawa Civic
Ottawa General
Ottawa Perley
Ottawa Salvation Army Grace
Owen Sound General and Marine
Parry Sound, St. Joseph's
Pembroke General

Peterborough, St. Joseph's
Port Colborne General
Port Hope and District
Port Perry, Community Memorial
Providence Villa, Toronto
Queensway General, Toronto
Red Lake, Margaret Cochenour
Renfrew Victoria
Riverdale, Toronto
Royal Ottawa
St. Catharines, Hotel Dieu
St. Catharines, Shaver
St. John's Convalescent
Scarborough Centenary
Scarborough General
Stratford General
Sturgeon Falls, St. Jean de Brebeuf
Sudbury Algoma
Sudbury General
Sudbury Laurentian
Sudbury Memorial
Thunder Bay, McKellar General
Toronto, Doctors
Toronto General
Toronto Queen Elizabeth
Toronto, St. Joseph's
Toronto Western

St. Joseph Religious Hospitallers of Hotel Dieu at Windsor - Local 210, Service

Employees International Union (AFL-CIO/CLC): A 22-month re-
newal agreement effective from June 1, 1976 to Mar. 31, 1978,
covering 335 employees, settled at the conciliation officer
stage. Duration of negotiations - 4½ months.

Wages:	Effective	<u>June 1/76</u>	<u>Jan. 1/77</u>
	General	\$42 per	\$50 per
	Increases	month	month
	Classification	\$26 for RNA,	\$25 for RNA,
	Adjustments	\$3 for Orderly	\$7 for Painter
		\$8 for Painter	and Carpenter
		and Carpenter	

	<u>June 1/76</u>	<u>Jan. 1/77</u>
Cleaning Maid	\$686-\$756 (\$644-\$714)	\$736-\$806
RNA	\$807-\$895 (\$739-\$827)	\$882-\$970
Carpenter General	\$871-\$985 (\$821-\$935)	\$928-\$1042
Effective	<u>Sept. 1/77</u>	<u>Jan. 1/78</u>
General Increases	\$50 per month	
Classification Adjustments		\$33 for Kitchen Helper Grade I
Cleaning Maid	\$786-\$856	\$786-\$856
RNA	\$932-\$1020	\$932-\$1020
Carpenter General	\$978-\$1092	\$978-\$1092

Probationary period is 60 working days. Maximum rates reached after two 6-month increases.

Shift Effective Aug. 7, 1976, 0-\$1.40-\$1.40 (0-\$1.15-\$1.15).
Premiums: Effective Apr. 1, 1977, 0-\$1.55-\$1.55.

Windsor Western Hospital Centre Inc. (IODE Unit) at Windsor - Local 210, Service Employees (AFL-CIO/CLC): A 22-month renewal agreement effective from June 1, 1976 to March 31, 1978, covering 240 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 1/76</u>	<u>Jan. 1/77</u>	<u>Sept. 1/77</u>
	General Increases	\$42 per* month	\$50 per month	\$50 per month
	Additional Adjustments	\$5 for Orderly and Attendant, \$8 for Carpen- ter-Painter and Maintenance Helper	\$7 for Carpen- ter-Painter and Maintenance Helper	\$43 for Orderly

	<u>June 1/76</u>	<u>Jan. 1/77</u>	<u>Sept. 1/77</u>
Maid	\$712-\$757 (\$670-\$715)	\$762-\$807	\$812-\$857
Orderly	\$804-\$877 (\$757-\$830)	\$854-\$927	\$947-\$1,020
Carpenter- Painter	\$855-\$942 (\$805-\$892)	\$912-\$999	\$962-\$1,049

Probationary period is 60 working days. Maximum rates reached after 1 year.

* Note: Increases are subject to approval by the Anti-Inflation Board.

Overtime Pay: Double time (time and one-half) for work in excess of 8 hours on a paid holiday.

Shift Premiums: Effective August 1, 1976, 0-\$1.40-\$1.40 (0-\$1.10-\$1.10).
Effective April 1, 1977, 0-\$1.55-\$1.55.

PERSONAL SERVICES

Canadian Pacific Hotels Ltd. (Royal York Hotel) at Toronto - Local 299, Hotel and Restaurant Employees and Bartenders' International Union (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 8, 1976 to Apr. 7, 1978, covering 870 employees, settled at the bargaining stage. Duration of negotiations- 8 months.

Wages:	Effective	<u>Apr. 8/76</u>	<u>Apr. 8/77</u>
Average Increase		28¢	19¢
Waiter		\$2.70 (\$2.50)	\$2.85
Maid		\$2.95 (\$2.65)	\$3.20
Bartender (Service)		\$4.00 (\$3.74)	\$4.35
Electrician		\$4.65 (\$4.24)	\$4.95

Effective Aug. 1, 1976, additional adjustments for a limited number of classifications, including 5¢ per hour for Maid.

The agreement stipulates that all rates will be no less than 10¢ per hour above the Ontario minimum wage.

Paid Vacation: 2 weeks after 1 year of service (unchanged), 3 weeks after 5 (7) years, and 4 weeks after 15 years (unchanged).

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(office equipment operations group): A 2 ½ - month renewal
 agreement effective from Sept. 2, 1976 to Nov. 14, 1976, with
 a wage increase retroactive to Nov. 17, 1975, covering 685
 employees, settled at the bargaining stage. Duration of
 negotiations - 10 months.

Wages: Effective Nov. 17/75

Increases -

Level 1 of all sub-groups	14%
Level 2	11.5%
Levels 3, 4, and 5	10.25%

Annual Rates

Duplicating Equipment
Operator Sub-Group

OE-DEO-1	\$6,448-\$8,289
	(\$5,656-\$7,271)

OE-DEO-3	\$9,522-\$10,741
	(\$8,637-\$9,742)

Microphotography
Equipment Operator
Sub-Group

OE-MEO-5	\$12,163-\$13,742
	(\$11,032-\$12,464)

Note: Effective Nov. 13, 1976, the rate of \$6,448 will be
 deleted. Employees at the \$6,448 rate on Nov. 13, 1976
 will be paid the rate of \$6,678 on that date.

Shift Premium: 0 - 18.7¢ - 26.1¢ per hour (0 - \$1.25 - \$1.75 per shift).

Standby Pay: \$3.35 (\$3.00) for each 8-hour period on standby; \$6.75
 (\$6.00) for any period of standby on a day of rest or
 designated paid holiday.

Bereavement Grandchild now included in 1 day's bereavement leave with
 Leave: pay entitlement.

Adoption 1 day's leave with pay for needs directly related to the
 Leave: adoption of a child (new).

Meal \$2.50 (\$2.25) after 3 hours of overtime; \$1.95 (\$1.75) for
 Allowance: next meal 4 hours after the first.

Penological Ranges from \$95 to \$925 (\$85 - \$850) per annum, depending
 Factor on type of institution and degree of contact.
 Allowance:

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (purchasing and supply group): A 5 - month renewal agreement effective from Aug. 6, 1976 to Dec. 26, 1976, with a wage increase retroactive to Dec. 24, 1975, covering 1,230 employees, settled by arbitration. Duration of negotiations - 10 months.

Wages:	Effective	<u>Dec. 24/75</u>
	Increases -	
	PG-1	13%
	PG-2	12%
	PG-3	11.5%
	PG-4	10.5%
	PG-5	10% or \$2,400, whichever is the lesser
	PG-6	\$2,400

Annual Rates

PG-1	\$9,243-\$15,203 (\$8,180-\$13,454)
PG-6	\$27,023-\$30,338 (\$24,623-\$27,938)

Standby Pay: \$5 (\$3) for each 8-hour period on standby; \$11 (\$7) for any period of standby on a day of rest or designated paid holiday.

Bereavement Leave: Grandchild now included in 1 day's bereavement leave with pay entitlement.

Adoption Leave: 1 day's leave with pay for needs directly related to the adoption of a child (new).

Meal Allowance: \$2.25 after 3 hours of overtime (unchanged) and \$1.95 for one additional overtime meal 4 hours after the first (new).

Penological Factor Allowance: Ranges from \$95 to \$952 (\$85 - \$850) per annum, depending on type of institution and degree of contact.

LOCAL ADMINISTRATION

Hamilton-Wentworth Regional Board of Commissioners of Police - Hamilton-Wentworth Police Association (Ind.): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 625 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/76</u>
	<u>Annual Rates</u>	
	Police Constable (3rd Class)	\$15,831.27 (\$14,644.82)
	Police Constable (1st Class)	\$17,771.92 (\$16,440.00)
	Staff Superintendent	\$30,457.06 (\$28,174.63)
Health and Welfare:	<u>Dental Plan (new)</u> - Premiums for a basic preventative plan will be 100% paid by the employer.	

London City - Local 107, Canadian Union of Public Employees (CLC) (outside employees): A 12 - month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 540 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	47¢
	Ward Labourer	\$4.04-\$5.36 (\$3.57-\$4.89)
	Leading Mechanic "A"	\$5.29-\$6.95 (\$4.82-\$6.48)

Paid Lunch Time: A regular work day remains at 8 hours but now includes a 20-minute paid lunch period. (1 hour unpaid lunch period).

Paid Vacation: 2 weeks after 1 year of service, 3 weeks after 4 years (both unchanged), 4 weeks after 11 (13) years, 4 weeks plus 1 day after 18 (20) years, 4 weeks plus 2 days after 19 (21) years, 4 weeks plus 3 days after 20 (22) years, 4 weeks plus 4 days after 21 (23) years, and 5 weeks after 22 (24) years.

A new provision provides, as a one-time occurrence, an additional week of paid vacation for a total of 6 weeks upon completion of 27 years of service. The additional week may be taken in the vacation year of the employee's choice.

Health and Welfare: Dental Plan - The employer will pay 75% (55%) of the premiums.

Pension Plan: Supplementary Benefits (new) - In addition to the existing Ontario Municipal Employees' Retirement System (OMERS) and Canada Pension Plan, the employer is to provide an OMERS Supplementary Pension Plan with benefits equivalent to 2% of the employee's average annual earnings during a 60-month period prior to Jan. 1, 1976 times years of service for normal retirement at age 65.

AIB Approval: The agreement has been reviewed and approved by the AIB.

Waterloo Regional Board of Commissioners of Police - Waterloo Regional Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 425 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/76</u>
	Increases	\$550-\$1,950
	Constable	\$13,932
	3rd Class	(\$13,082)
	Constable	\$17,400
	1st Class	(\$15,650)
	Staff	\$24,960
	Inspector	(\$23,010)

CONSTRUCTION

Oshawa Area Signatory Contractors - Local 230, Teamsters (Ind.) and Local 597, Labourers (AFL-CIO/CLC): A 20-month renewal agreement effective from Aug. 16, 1976 to Apr. 30, 1978, covering 200 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>June 7/76</u>	<u>Oct. 1/76</u>
	General	35¢ for	35¢
	Increases	Truck Drivers,	
		65¢ for	
		Labourers	
	Labourer	\$6.80	\$7.15
		(\$6.15)	
	Float Driver	\$7.50	\$7.85
		(\$7.15)	

	Effective	<u>Apr. 1/77</u>	<u>Oct. 1/77</u>
	General	65¢	35¢
	Increases		
	Labourer	\$7.80	\$8.15
	Float Driver	\$8.50	\$8.85
Vacation Pay:	Effective Apr. 1, 1977, vacation pay of 9% (8%).		
Welfare:	Employer contributes 45¢ per hour. (Previously 30¢ per hour for Labourers, no provision for Teamsters.)		

Metropolitan Toronto House Wreckers Association - Local 506, Labourers (AFL-CIO/CLC): A 14-month renewal agreement effective from Aug. 16, 1976 to October 15, 1977, covering 200 employees, settled during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Aug. 16/76</u>	<u>Feb. 7/77</u>
	General		
	Increases	20¢	10¢
	Labourer	\$5.47 (\$5.27)	\$5.57
	Effective	<u>May 2/77</u>	<u>Aug. 1/77</u>
	General		
	Increases	15¢	10¢
	Labourer	\$5.72	\$5.82

Addendum

May 1976 Settlement

CONSTRUCTION

Metropolitan Toronto Road Builders' Association - Local 793, International Operating Engineers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 3, 1976 to April 30, 1978 covering 500 employees, settled at the conciliation officer stage and ratified in May 1976. Duration of negotiations - 3 months.

Wages:	Effective	<u>May 3/76</u>	<u>Nov. 1/76</u>
	General Increases	35¢	40¢
	Bulldozer Operator	\$7.95 (\$7.60)	\$8.35
	Effective	<u>May 1/77</u>	<u>Nov. 1/77</u>
	General Increases	50¢	40¢
	Bulldozer Operator	\$8.85	\$9.25

Welfare: Employer contributes 25¢ per hour (new).

Pension Plan: Effective May 3, 1976, employer contributes 30¢ (20¢) per hour.
Effective November 1, 1977, employer contributes 40¢ per hour.

June 1976 Settlements

FURNITURE AND FIXTURE

Toronto Spring Manufacturers at Toronto - Local 7291, Steelworkers (AFL-CIO/CLC):

A 24-month renewal agreement effective from April 1, 1976 to March 31, 1978, covering 250 employees, settled at the conciliation officer stage and ratified in June 1976. Duration of negotiations - 4 months.

Wages:	Effective	<u>Apr. 1/76</u>	<u>Apr. 1/77</u>
	General Increases	50¢	50¢
	Cost-of-Living Fold-in	25¢	
	Class I (includes Spring Assembler)	\$3.40 (\$2.65)	\$3.90
	Class IX (includes Tool Die Maker)	\$5.65 (\$4.90)	\$6.15

Cost-of-Living Provision: Discontinued.

Shift Premiums: 0-15¢-20¢ (0-10¢-15¢).

Hours of Work: Effective January 24, 1977, hours of work reduced to 41 (42) per week. Effective September 26, 1977, 40 hours per week.

Paid Vacations: 3 weeks after 8 (10) years, 4 weeks after 17 (18) years.

Bereavement Leave: Mother-in-law and father-in-law included in up to 3 (1) days' paid leave to attend funeral.

Welfare: Life Insurance and A.D. and D. - \$10,000 (new).

Weekly Indemnity Plan - Benefits of 66 2/3% of weekly earnings to a maximum of \$133 per week, payable on a 1-4-26 basis (new).

Meal Allowance: \$2.00 (\$1.00).

EDUCATION AND RELATED SERVICES

Elgin County Board of Education - Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 264 employees, settled at the bargaining stage and ratified in June 1976. Duration of negotiations-4 months.

Wages:	Effective	<u>Sept. 1/76</u>
	Increase	\$700-\$1,900
	Teacher Category I 0-12 years	\$11,400-\$20,000 (\$10,300-\$18,600)
	Teacher Category IV 0-12 years	\$13,400-\$24,000 (\$12,700-\$22,100)
	Co-ordinator	\$25,000-\$26,500 (\$23,100-\$24,600)
	Principal	\$31,500-\$33,600 (\$29,900-\$32,000)

Sick Leave: Maximum credit accumulation is 220 (200) days for sick leave purposes and 200 days (unchanged) for retirement and death gratuity purposes.

Service requirement to qualify for death gratuity is 5 (10) years.

Librarian Allowance: \$1300 annual allowance is only applicable to librarians hired prior to Sept. 1, 1975 (new).

Renfrew County Board of Education - Local 1247, Canadian Union of Public Employees

(CLC): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 200 employees, settled at the conciliation officer stage and ratified in June 1976. Duration of negotiations - 4½ months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	41¢
	Cleaner	\$3.43-\$3.89 (\$3.02-\$3.48)
	Chief Custodian Level 5	\$5.08-\$5.54 (\$4.67-\$5.13)
	Electrician	\$6.38 (\$5.97)

Previous rates include a 5.2%-5.5% cost-of-living adjustment effective in July 1975.

Probationary period is 3 months. Maximum rates for Cleaner reached after two 6-month increases, and for Chief Custodian Level 5 after two 6-month increases and one 12-month increase.

Shift Premiums: 25¢ (15¢) per hour for night shift.

Scheduled Saturday Premium: Time and one-half for scheduled work on a Saturday if required to work at least 4 hours on the preceding Saturday (new).

Paid Holidays: Employee receives last half-day before Christmas Day and New Year's Day provided these half-days fall on a scheduled work day (new, previously 11 paid holidays).

Paid Vacations: 4 weeks after 10 (13) years' service, 5 weeks after 20 (22) years. 8% vacation pay after 10 (13) years' service for part-time employees, 10% vacation pay after 20 (22) years.

Retirement and Death Gratuity Plan: Upon retirement or death, an employee with 10 years' service receives a cash payment of 20% of a maximum 240 accumulated sick day credits, plus an additional 3% of sick day credits for each further year of service, to a maximum of 20 years and 50% of his last full year's salary. (Previously cash payment calculated as accumulated sick days, to a maximum of 240 days, times 3%, times number of years of service, to a maximum of 50% of employee's last full year's salary. This formula still applies for employees hired prior to January 1, 1976.)

Welfare: Life Insurance, OHIP, Major Medical Plan and Semi-Private Hospitalization - Employer pays 75% (66 2/3%) of cost of premiums.

Meal Allowance: Employee working two or more hours overtime in any day or shift receives meal allowance of \$3.50 and pay for meal period provided it does not exceed 20 minutes (new).

Mileage Allowance: 17¢ per mile (15¢ per mile for the first 8,000 miles, 10¢ per mile thereafter). In addition, night watchmen, the shop foreman and supply custodians receive \$1.00 for each day car is driven (unchanged).

Tool Supply: Hand tools to be supplied to all permanent full-time tradesmen by Dec. 31, 1977. (Previously \$35 annual tool allowance.)

HEALTH AND WELFARE SERVICES

London City Corporation (Dr. John Dearnness Home for Elder Citizens) - Local 220, Service Employees (AFL-CIO/CLC): A 21-month renewal agreement effective from Apr. 1, 1976 to Dec. 31, 1977, covering 200 employees, settled at the bargaining stage and ratified in June 1976. Duration of negotiations - 3 months.

Wages:	Effective	<u>Apr. 1/76</u>	<u>Jan. 1/77</u>
	General Increases	8%	8%
	Maid	\$4.16-\$4.59 (\$3.85-\$4.25)	\$4.49-\$4.96
	Registered Nursing Assistant	\$4.84-\$5.34 (\$4.48-\$4.94)	\$5.23-\$5.77
	Engineer III	\$6.50-\$6.96 (\$6.02-\$6.44)	\$7.02-\$7.52

Probationary Period is 75 working days for nursing employees and 63 working days for other staff. Maximum rates for Engineer III reached after one 6-month increase, and for all other classifications after two 6-month increases.

Paid Vacations: Effective Jan. 1, 1977, 4 weeks after 11 (13) years' service, 4 weeks plus 1 day after 18 (20) years, 4 weeks plus two days after 19 (21) years, 4 weeks plus 3 days after 20 (22) years, 4 weeks plus 4 days after 21 (23) years, 5 weeks after 22 (24) years.

Welfare: Extended Health Care Plan - Effective July 1, 1976, Blue Cross Plan includes rider providing for eyeglasses and hearing aids (new).

Dental Plan - Effective July 1, 1976, employer pays 75% (55%) of cost of premiums.

Uniform Allowance: \$60 (\$50) per year to nursing employees with one full year's service on a permanent basis.

July 1976 Settlements

FURNITURE AND FIXTURE

Sklar Furniture Limited (Meridian and Chair Divisions) at Toronto - Local 7978, Steelworkers (AFL-CIO/CLC): Two 12-month renewal agreements effective from May 1, 1976 to Apr. 30, 1977, covering 350 employees, settled at the post-conciliation bargaining stage and ratified in July 1976. Duration of negotiations - 3½ months.

Wages:	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	35¢*	15¢
	General Labourer Class I	\$3.69 (\$3.34)	\$3.84
	Maintenance	\$4.85 (\$4.50)	\$5.00

*Note: Increases are subject to approval by the Anti-Inflation Board.

Welfare: OHIP - Employer pays 100% (85%) of cost of premiums.

HEALTH AND WELFARE SERVICES

Ottawa Civic Hospital - Local 1580, Canadian Union of Public Employees (CLC) (medical technologists and technicians): A 24-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1977, covering 200 employees, settled at the post-conciliation bargaining stage and ratified in July 1976. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Sept. 1/76</u>
	General Increases	\$73 for Technicians \$95 for Technologists*	\$10 for Technologists
	Dental Technician	\$878-\$990 (\$805-\$917)	\$878-\$990
	Technologist 4	\$1273-\$1389 (\$1178-\$1294)	\$1283-\$1399

Effective	<u>Jan. 1/77</u>	<u>Jul. 1/77</u>
General Increases	\$60 for Technicians, \$75 for Technologists	\$10 for Technicians and Technologists
Dental Technician	\$938-\$1050	\$948-\$1060
Technologist 4	\$1358-\$1474	\$1368-\$1484

Probationary period is 3 months (unchanged) for full-time employee ten shifts (new) for casual employees. Maximum rates reached after four 12-month increases.

* Note: Increases are subject to approval by the Anti-Inflation Board.

Overtime Pay:	Time and one-half for first 4 hours, double time (time and one-half) thereafter.
Paid Holidays:	One floating non-union day associated with employee's anniversary date of employment is added for a total of 11 (10) days.
Paid Vacations:	Effective Jan. 1, 1976, 5 weeks after 20 (25) years. Effective Jan. 1, 1977, 4 weeks after 4 (5) years.
Adoption Leave:	Adoption leave (new) of up to 6 months' duration granted to an employee with at least one year's seniority prior to the starting date of the leave and requesting such leave at least one month in advance. No loss of seniority or benefits accrued prior to commencement of the leave.
Bereavement Leave:	Grandchild included in up to five days' paid leave.
Professional Leave:	An employee may be granted leave of absence with pay and without loss of seniority and benefits to write examinations to upgrade his present employment qualifications at the Hospital (new).
Sick Leave:	Regular part-time employees are eligible for sick leave credit on a pro-rata basis (new).
Workmen's Compensation:	100% (75%, to a maximum of \$153.85 per week) make-up pay for absence due to a compensable injury.
Welfare:	<u>Life Insurance and A.D.& D.</u> - Employer pays 80% (75%) of cost of premiums.

Extended Health Care Plan - Effective Aug. 2, 1976, employer pays 50% of cost of premiums for a new standard Extended Health Care Plan with \$10-\$20 deductible.

LOCAL ADMINISTRATION

Kitchener City Corporation (Public Works and Parks and Recreation) -
Local 68, Canadian Union of Public Employees (CLC):
A 12-month renewal agreement effective from Feb. 7, 1976 to Feb. 6, 1977, covering 296 employees, settled at the conciliation officer stage and ratified in July 1976. Duration of negotiations - 6 months.

Wages:	Effective	<u>Feb. 7/76</u>
	General Increase	9%*
	Class "A" (includes Labourer)	\$5.23-\$5.34 (\$4.80-\$4.90)
	Class "C" (includes Maintenance III)	\$6.40 (\$5.87)

Probationary period is 6 months. Maximum rates for Labourer reached after 90 consecutive calendar days.

* Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premiums: Effective Aug. 2, 1976, 0-30¢-30¢ (0-25¢-25¢).

Stand-By Pay: Effective Aug. 16, 1976, employees scheduled for "stand-by" call for a weekend of 2-4 consecutive days receive \$17.50 and a minimum of 2 hours' pay at the appropriate overtime rate per call-back. (Previously \$35 per week and a minimum of 2 hours' pay at the appropriate overtime rate per call-back.)

Holiday Pay: Effective Aug. 16, 1976, double time (time and one-half) plus holiday pay for unscheduled work on a holiday.

Paid Vacations: Effective June 1, 1976, 4 weeks after 12 (14) years' service and 5 weeks after 20 (22) years.

Bereavement Leave: Effective Aug. 16, 1976, step-child and grandparents of the employee and the employee's spouse included in up to 3 days' paid leave. (Previously 1 day's paid leave for attendance at the funeral of a grandparent. No provision for step-child.)

Effective Aug. 16, 1976, one day's paid leave to attend the funeral of the employee's brother-in-law, sister-in-law, son-in-law or daughter-in-law (new).

Welfare: Long Term Disability Plan - Effective Aug. 1, 1976, employer pays 100% of cost of premiums for new Long Term Disability Plan providing benefits of 70% of basic monthly earnings. Service requirement of 12 consecutive months for future employees.

Pension Plan: Effective Jan. 1, 1976, base for calculating pension payable is employee's wages for the years 1971 to 1975 inclusive (previously 1969 to 1973 inclusive).

CONSTRUCTION

National Capital Road Builders Association - Local 793, International Operating Engineers (AFL-CIO/CLC), Local 527, Labourers, (AFL-CIO/CLC) and Local 91, Teamsters (Ind.): A 26-month renewal agreement effective from March 9, 1976 to April 30, 1978, covering 500 employees, settled at the conciliation officer stage and ratified in July 1976. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 1/76</u>	<u>Sept. 30/76</u>
	Increases	40¢-70¢	50¢
	Shovel Operator	\$7.20 \$6.80	\$7.70
	Labourer (skilled)	\$6.55 (\$5.85)	\$7.05
	Teamster (tandem axle truck driver)	\$6.45 (\$5.80)	\$6.95
	Effective	<u>April 1/77</u>	<u>Sept. 30/77</u>
	Increases	50¢	40¢-50¢
	Shovel Operator	\$8.20	\$8.70
	Labourer (skilled)	\$7.55	\$7.95
	Teamster (tandem axle truck driver)	\$7.45	\$7.95

Welfare: Effective July 1, 1976, employer contributes 15¢ per hour (new) for Labourers, 25¢ per hour for Operating Engineers.

Pension Plan: Effective September 30, 1977, employer contributes 20¢ (10¢) per hour for Labourers.

Anti-Inflation Board Rulings in August 1976

Company and Union	Reference	Action
Council of Printing Industries of Canada, Toronto and area, and Graphic Arts (bookbinders)	Mar. 76, p. 106	Disallowed
Council of Printing Industries of Canada, Toronto, Ottawa, London, Hamilton, Ontario and Montreal, Quebec, and Graphic Arts (lithography employees)	Mar. 76, p. 107	Disallowed
Gulf Oil Canada Limited, Clarkson Refinery, Mississauga, and Oil Workers	May 76, p. 245	Disallowed
Ontario Government, and Ont. Public Service Empls. Union (Administrative Services Category)	June 76, p. 339	Disallowed
Ontario Government, and Ont. Public Service Empls. Union (Clerical Services Category)	July 76, p. 409	Disallowed
Ontario Government, and Ont. Public Service Empls. Union (General Operational Services Category)	July 76, p. 410	Disallowed
Ontario Government, and Ont. Public Service Empls. Union (Institu- tional Care and Correctional Services Category)	June 76, p. 339	Disallowed
Ontario Government, and Ont. Public Service Empls. Union (Maintenance Services Category)	July 76, p. 411	Disallowed
Ontario Government, and Ont. Public Service Empls. Union (Office Services Category)	July 76, p. 411	Disallowed
Ontario Government, and Ont. Public Service Empls. Union (Scientific and Professional Services Category)	June 76, p. 340	Disallowed
Ontario Government, and Ont. Public Service Empls. Union (Technical Services Category)	June 76, p. 340	Disallowed
Prescott-Russell County Roman Catholic School Board, Hawkesbury, and Ont. English Catholic Teachers' Assn. and Assn. des Enseignants Franco-Ontariens	June 76, p. 324	Disallowed

Anti-Inflation Board Rulings in August 1976 (Cont'd)

Company and Union	Reference	Action
Steel Company of Canada Ltd. (Page-Hersey Works and Welland Tube Works), Welland, and Electrical Workers (UE)	Oct. 75, p. 358	Disallowed

Note: Actions refer to settlements covering 200 or more employees previously published in the Monthly Settlements Report. This list includes only those rulings which have come to the attention of the Ministry of Labour, and it may be incomplete.

Negotiations in Progress during August 1976 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage*
A & P Stores, province-wide	Foodworkers (AFL-CIO/CLC) (full-time and part-time empls.)	4,735	B
Abitibi Paper Co. (Abitibi Containers Div.), Pembroke	Woodworkers (AFL-CIO/CLC)	220	CO
Abitibi Paper Co. (Lakehead Woodlands, Sault Ste. Marie and Iroquois Falls Divs.), Thunder Bay, Sault Ste. Marie and Iroquois Falls	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC) (woods empls.)	1,560	B
Aluminum Goods (Div. of Alcan Canada Products), Toronto	Steelworkers (AFL-CIO/CLC)	300	CO
American Motors (Canada), Brampton	Auto Workers (CLC)	1,175	CO
Atlas Steels Co. (Div. of Rio Algom Mines), Welland	Steelworkers (AFL-CIO/CLC)	200	B
Babcock & Wilcox Canada Ltd., Cambridge	Steelworkers (AFL-CIO/CLC)	900	PCB
Data Footwear, Batawa, Campbellford and Picton	Boot and Shoe Workers (AFL-CIO/CLC)	850	CO
Belleville General Hospital, Belleville	Ont. Nurses' Assn. (Ind.)	259	B
Benn Iron Foundry Ltd., Wallaceburg	Auto Workers (CLC)	220	WS
Brant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Men Teachers' Fed. (OTF)	560	B
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	389	F
J. Brant Memorial Hospital, Burlington	Ont. Nurses' Assn. (Ind.)	322	B
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	203	B
Bruce County Board of Education	Teachers Federations	295	B
Canada Safeway, southeastern Ont.	Retail Clerks (AFL-CIO/CLC) (retail food empls., full and part-time)	650	B
Canadian National Institute for the Blind, province-wide	Service Empls. (AFL-CIO/CLC)	575	B
Canadian SKF Co. Ltd., Scarborough	Machinists (AFL-CIO/CLC)	500	B
Canron Ltd. (Eastern Structural Div.), Toronto	Canadian Workers Union (Ind.)	315	CO
Carleton Board of Education, Carleton County	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,110	B

* See pages 502& 503 for definition of codes.

Negotiations in Progress during August 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
Carleton University, Ottawa	Carleton University Academic Staff Assn. (Ind.) (clerical, technical, etc. empls.)	650	I
Carleton University, Ottawa	Carleton University Academic Staff Assn. (Ind.)	640	F
Central Hospital and other Hospitals, Toronto	Canadian Union of Operating Engineers (CCU)	230	A
Chatham Public General Hospital	Service Empls. (AFL-CIO/CLC)	212	A
Chrysler Canada, Ajax, Etobicoke and Windsor	Auto Workers (CLC) (hourly-rated production empls.)	11,375	C
Chrysler Canada, Ajax, Etobicoke and Windsor	Auto Workers (CLC) (office and technical empls.)	600	
Computing Devices Co., Ottawa	Empls. Assn. Computing Devices Co. (Ind.)	600	R
Crane Canada Ltd., Brantford	Steelworkers (AFL-CIO/CLC)	200	B
D.R.G. Packaging, Leaside	Printing and Graphic Union (AFL-CIO/CLC)	525	B
Dominion Stores Ltd., Toronto	Retail, Wholesale Empls. (AFL-CIO/CLC) (warehousemen)	600	C
Dominion Stores Ltd., Windsor, Amherstburg and Kingsville	Steelworkers (AFL-CIO/CLC)	620	C
Dominion Stores (K-Mart Plaza), Guelph, Kitchener, Waterloo and Midland	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	400	C
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	850	B
Durham Board of Education, Area of Durham Region	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,290	B
Durham Board of Education, Area of Durham Region	Ont. Secondary School Teachers' Fed. (OTF)	900	B
Durham Region Roman Catholic Separate School Board	Teachers Federations	365	B
Durham Regional Municipality	CUPE (CLC)	300	C
Durham Regional Police	Police Assn. (Ind.)	277	B
Eldorado Nuclear Ltd., Port Hope**	Steelworkers (AFL-CIO/CLC)	245	C
Essex County Board of Education, Leamington	Ont. Secondary School Teachers' Fed. (OTF)	525	B
Essex County Roman Catholic Separate School Board	Teachers Federations	464	B

** Federal jurisdiction.

Negotiations in Progress during August 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Niagara Falls Fire Department	Firefighters (AFL-CIO/CLC)	345	B
Chemical Workers Company of Canada Ltd., Thorold	Chemical Workers (AFL-CIO/CLC)	240	MED
General Electric Company Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	300	WS
General Motors Corp., Fort Erie	Machinists (AFL-CIO/CLC)	500	B
General Motors Corp., Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor	Auto Workers (CLC)	12,300	CO
General Motors Corp., Cambridge	Machinists (AFL-CIO/CLC)	550	B
Frontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	600	B
Frontenac County Board of Education	Ont. Secondary School Teachers Fed. (OTF)	500	B
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	217	B
General Motors Corp., Toronto	Auto Workers (CLC)	240	WS
General Motors Corp., Toronto	Bakery Workers (AFL-CIO/CLC)	200	WS
General Motors Corp., Waterloo	Electrical Workers (IUE) (AFL-CIO/CLC)	200	B
General Motors Corp., Toronto	Steelworkers (AFL-CIO/CLC)	210	B
Globe and Mail Ltd., Toronto	Newspaper Guild (AFL-CIO/CLC)	400	B
Great Lakes Paper Co., Thunder Bay	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC)	1,100	B
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.)	275	B
Haldimand County Board of Education	Teachers Federations	200	B
Hamilton County Roman Catholic Separate School Board	Teachers Federations	327	B
Hamilton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,370	MED
Hamilton City Corporation	Fire Fighters (AFL-CIO/CLC)	411	B
Hamilton Civic Hospitals, Hamilton	Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	735	B

Negotiations in Progress during August 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	1,050	B
Hastings County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	520	B
Hawker Siddeley Canada, Orenda Division, Malton	Machinists (AFL-CIO/CLC)	350	B
Hotel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.)	224	B
Humber Memorial Hospital Assn., Toronto	Ont. Nurses' Assn. (Ind.) (full-time nurses)	208	B
Huron County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	265	B
Huron County Board of Education	Teachers Federations	337	B
Imperial Tobacco Ltd./Ltee., Guelph	Tobacco Workers (AFL-CIO/CLC)	715	B
Industrial Wire and Cable Co., Toronto	Steelworkers (AFL-CIO/CLC)	250	CO
Inglis Ltd., Stoney Creek	Auto Workers (CLC)	680	CO
Kent County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	540	B
Kent County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco-ontariens (OTF)	500	B
Kent County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Fed. (OTF)	268	B
Kimberly-Clark of Canada, Longlac	Carpenters (Lumber and Saw-mill Workers) (AFL-CIO/CLC)	550	B
Kingston General Hospital, Kingston	Ont. Nurses' Assn. (Ind.)	491	B
Kodak Canada Ltd., Mount Dennis and Brampton	Chemical Workers (AFL-CIO/CLC)	1,200	B
Lakehead Board of Education, Thunder Bay	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	630	B
Lakehead Board of Education, Thunder Bay	Ont. Secondary School Teachers' Fed. (OTF)	550	B
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	695	B

Negotiations in Progress during August 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Mark County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	200	B
Eds and Grenville County Board of Education, Brockville	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	525	B
Eds and Grenville County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	245	ARB
Innox and Addington County Board of Education	Teachers Federations	275	B
Libby, McNeill and Libby of Canada Ltd., Chatham and Wallaceburg	Auto Workers (CLC)	450	B
Lincoln County Separate School Board	Ont. English Catholic Teachers Assn. (OTF)	435	B
Livingston Industries Ltd., Tillsonburg	Woodworkers (AFL-CIO/CLC)	800	B
Blaws Ltd., Ottawa and other centres	Retail Clerks (AFL-CIO/CLC) (full-time and part-time empls.)	730	B
Blaws Ltd., Toronto and other centres	Foodworkers (AFL-CIO/CLC) (full-time and part-time empls.)	710	B
Blaws Ltd., Toronto and other centres	Retail Empls. (CLC) (full-time and part-time empls.)	6,700	CO
London City Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	290	B
London and District Road, Sewer and Watermain Contractors	Labourers (AFL-CIO/CLC)	450	B
Lord Simcoe Hotel Ltd., Toronto	Hotel Empls. (AFL-CIO/CLC)	211	B
Food Products Canada, Kitchener	Auto Workers (CLC)	225	B
Metropolitan Board of Commissioners of Police, Toronto	Metro. Toronto Police Assn. (Ind.) (uniformed police dept. empls.)	4,600	ARB
Middlesex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	240	B
Middlesex County Board of Education	Teachers Federations	364	B
Mississauga Town Corporation (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	210	B
Motor Wheel Corporation of Canada Ltd., Chatham	Auto Workers (CLC)	600	WS
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	200	B

Negotiations in Progress during August 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Muskoka Board of Education	Teachers Federations	235	B
Niagara Regional Municipality (Homes for the Aged), St. Catharines and other centres	CUPE (CLC) (non-medical empls.)	530	CO
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des enseignants franco-ontariens (OTF)	940	B
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	850	B
Nipissing Board of Education	Nipissing District Secondary School Teachers (OTF)	445	B
Nipissing Board of Education	Teachers Federations	310	B
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	244	B
North York General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	334	B
North York Public Library Board, Toronto	CUPE (CLC)	290	CO
Northern Telephone Ltd., province- wide**	Communication Workers (CLC)	225	CO
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	610	B
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	429	B
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	225	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Empls. Union (OPSEU) (CLC) (academic staff, librarians and counsellors)	5,450	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Empls. Union (OPSEU) (CLC) (support staff empls.)	2,750	B
Ontario Government	Ont. Public Service Empls. Union (OPSEU) (CLC) (classified civil servants)	52,000	B
Ontario Government	Ont. Public Service Empls. Union (OPSEU) (CLC) (general administration category)	4,900	B

**
Federal jurisdiction

Negotiations in Progress during August 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ontario Government	Ont. Public Service Empls. Union (OPSEU) (CLC) (scientific & professional category)	3,500	B
Ontario Government	Ont. Public Service Empls. Union (OPSEU) (CLC) (technical services category)	4,900	B
Ontario Housing Corp., Toronto	CUPE (CLC)	650	ARB
Ontario Malleable Iron Co. Ltd., Oshawa	Steelworkers (AFL-CIO/CLC)	200	WS
Oshawa General Hospital, Oshawa	Ont. Nurses' Assn. (Ind.) (full-time nurses)	240	B
Ottawa Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,285	B
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco- ontariens (OTF)	1,630	B
Ottawa-Carleton Regional Transit Commission, Ottawa**	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,000	CO
Ottawa Citizen and Ottawa Journal, Ottawa	Ottawa Council of Newspaper Unions (AFL-CIO/CLC) (editorial, circulation, composing room, pressroom, stereotype and mailing room empls.)	520	CO
Ottawa City Corp.	Ottawa Police Assn. (Ind.)	685	B
Ottawa City and Regional Municipality of Ottawa-Carleton, Ottawa	CUPE (CLC)	3,870	B
Ottawa Civic Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	870	B
Ottawa General Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full-time nurses)	367	B
Ottawa Roman Catholic School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco- ontariens (OTF)	1,515	B
Oxford County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	520	B

Negotiations in Progress during August 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Oxford County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	353	B
Peel County Board of Education	CUPE (CLC) (office and clerical)	400	CO
Peel County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	2,350	B
Peel County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,650	B
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.)	220	B
Perth County Board of Education	Teachers Federations	370	B
Peterborough Civic Hospital, Peterborough	CUPE (CLC)	340	B
Peterborough Civic Hospital, Peterborough	Ont. Nurses' Assn. (Ind.) (full-time nurses)	207	B
Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	285	F
Philco-Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	500	B
Procor Ltd., Oakville	Boilermakers (AFL-CIO/CLC)	206	PCB
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	710	B
RCA Ltd., Prescott	Electrical Workers (IUE) (AFL-CIO/CLC)	605	CO
Reed Ltd., Dryden	Paperworkers (CLC) and Operating Engineers (AFL-CIO/CLC)	1,200	WS
Reed Packaging Ltd. (Corrugated Div.), Toronto	Printing Specialties (AFL-CIO/CLC)	300	PCB
Renfrew County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	400	B
Renfrew County Board of Education	Teachers Federations	400	B
Renfrew County Roman Catholic Separate School Board	Teachers Federations	336	B
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	253	B
Robertson P.L. Manufacturing, (Div. of Procor Ltd.), Milton	Steelworkers (AFL-CIO/CLC)	220	B
Rockwell International of Canada, Gananoque	Steelworkers (AFL-CIO/CLC)	250	B
Royal Victoria Hospital, Barrie	Ont. Nurses' Assn. (Ind.)	234	B

Negotiations in Progress during August 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Catharines General Hospital, Catharines	Ont. Nurses' Assn. (Ind.)	310	B
Joseph Religious Hospitallers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	315	B
Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.)	685	B
Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.)	290	B
Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	380	B
Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time nurses)	510	B
Navation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	203	B
Navation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	280	B
Navation Army Grace Hospital, Windsor	Service Empls. (AFL-CIO/CLC)	300	CO
Northborough Centenary Hospital Assn., Northborough	Ont. Nurses' Assn. (Ind.)	324	B
Northborough General Hospital, Northborough	Ont. Nurses' Assn. (Ind.)	615	B
Overwood Dairies Ltd., Toronto	Canadian Union of Operating Engineers (CCU)	250	CO
Pelee County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	805	B
Pelee County Roman Catholic Separate School Board	Teachers Federations	275	B
Prince Falls Power and Paper Co., Capuskasing	Carpenters (Lumber and Sawmill Workers (AFL- CIO/CLC)	510	B
Star Slipper Co. Ltd. and Valenti Shoe Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	350	B
Steinberg's Ltd., southern Ontario	Foodworkers (AFL-CIO/CLC) (retail food empls., full-time and part-time)	4,500	CO
Thornmont, Dundas and Glengarry Counties Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco- ontariens (OTF)	560	ARB
Thurbury Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	665	B

Negotiations in Progress during August 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne St
Sudbury Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco- ontariens (OTF)	905	
Sunnybrook Hospital, Toronto	Ont. Nurses Assn. (Ind.)	505	
TRW Canada (United-Carr Div.), Brantford	Employees Assn. (Ind.)	200	
Toronto Construction Assn.	Iron Workers (AFL-CIO/CLC)	500	
Toronto Construction Assn. (General Contractors Section)	Plasterers (AFL-CIO/CLC)	500	
Toronto East General & Orthopaedic Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	337	
Toronto General Hospital, Toronto	Ont. Nurses Assn. (Ind.)	840	
Toronto Hotel Assn., Toronto	Hotel Empls. (AFL-CIO/CLC)	800	
Toronto Western Hospital, Toronto	Ont. Nurses Assn. (Ind.)	585	
University of Toronto (Libraries), Toronto	CUPE (CLC)	406	
University of Windsor, Windsor	CUPE (CLC) (maintenance empls.)	224	
University of Windsor, Windsor	Service Empls. (AFL-CIO/CLC) (office and clerical empls.)	350	
Viceroy Mfg. Co. Ltd., Toronto	Rubber Workers (AFL-CIO/CLC)	215	
Victoria Hospital, London	Ont. Nurses' Assn. (Ind.)	470	
Victoria Hospital and other hospitals, London and area	Service Empls. (AFL-CIO/CLC) (non-medical empls.)	2,245	
Waterloo County Board of Education	Custodian and Maintenance Assn. (Ind.)	365	
Waterloo County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,430	
Waterloo County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	975	
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	715	
Weldwood of Canada Ltd., (Longlac Plywood Div.), Longlac	Carpenters (AFL-CIO/CLC)	360	
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco- ontariens (OTF)	600	

Negotiations in Progress during August 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
ellesley Hospital, Toronto	Ont. Nurses Assn. (Ind.)	537	B
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	700	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	510	B
Wellington County Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	250	B
Windsor Metropolitan General Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	250	B
Windsor Metropolitan General Hospital	Service Empls. (AFL-CIO/CLC)	210	CO
Workmen's Compensation Board, province-wide	CUPE (CLC)	1,200	B
York County Board of Education	CUPE (CLC)	274	B
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,200	B
York University, Toronto	York University Staff Assn. (Ind.)	1,000	MED

More Than One Province

Air Canada, system-wide**	Air Line Empls. Assn. (CLC) (sales dept. empls.)	2,610	B
Air Canada, system-wide**	Air Line Pilots (Ind.)	1,470	B
Associated Clothing Manufacturers of the Prov. of Quebec and Montreal Clothing Manufacturers Assn., Montreal and district, Que. and Men's Clothing Manufacturers Assn. of Ont., Toronto and district, Ont.	Amalgamated Clothing & Textile Workers (AFL-CIO/CLC)	11,385	B
Bell Canada, Quebec and Ontario**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	CO

** Federal jurisdiction.

Negotiations in Progress during August 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Dominion Stores Ltd., Hull, Que. and Toronto and other centres, Ont.	Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time empls.)	10,000	M
Dominion Stores Ltd., Northern Ontario and Quebec centres	Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time empls.)	1,025	C
General Motors of Canada Ltd., London, Oshawa, St. Catharines, Scarborough and Windsor, Ont. and St. Therese, Que.	Auto Workers (AFL-CIO/CLC)	25,825	P
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (AFL-CIO/CLC) (printing operations group - non-supervisory empls.)	1,240	B
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,440	P
Government of Canada (Treasury Board)**	Federal Gov't. Dockyards Trades and Labour Council - Various unions (AFL-CIO/CLC) (ship repair occupational group empls., Halifax, N.S. and Esquimalt, B.C.)	2,600	B
Government of Canada (Treasury Board)**	Professional Institute of the Public Service of Canada (PIPS) (Ind.) (biological sciences group)	735	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,410	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (defence scientific support group)	510	AR
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey)	2,095	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	505	CB
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	2,005	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (translation group)	980	CO
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	555	CB

** Federal jurisdiction

Negotiations in Progress during August 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC)(CLC) (correctional group, supervisory and non-supervisory)	3,375	B
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	2,050	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,450	B
Government of Canada (Treasury Board)**	PSAC (CLC) (operational group, heating and power and stationary plant empls.)	3,130	MED
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,630	B
National Research Council, Canada-wide**	PIPS (Ind.) (research officer and research officer council grades)	660	PCB
Pacific Western Airlines, system-wide**	Machinists (AFL-CIO/CLC)	525	B
Inco Ltd., Sudbury, Ont. and LaSalle, Que. and Etobicoke, Ont.	Steelworkers (AFL-CIO/CLC) (production and office empls.)	2,580	WS
Steinberg's Ltd., Ottawa and other centres, Ont. and Hull and Gatineau, Que.	Retail Clerks (AFL-CIO/CLC)	1,165	B
Tele-Direct Ltd., Que. and Ont.	Canadian Telephone Empls. Assn. (Ind.)	625	B

Definitions of Codes for Negotiation Stages

B	-	Direct Bargaining
CO	-	Conciliation
CB	-	Conciliation Board
MED	-	Mediation

** Federal jurisdiction

Negotiations in Progress during August 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
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Definitions of Codes for Negotiation Stages (Cont'd)

- PCB - Post Conciliation Bargaining
- ARB - Arbitration
- WS - Work Stoppage
- B/WS - Bargaining After a Work Stoppage
- F - Fact Finder
- (R) - (R) - Following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in September 1976

Company and Location	Union	No. of Empls.
Air Canada Customer Service, Province-wide	Air Line Empls. (CLC)	935
American Motors Canada, Brampton	Auto Workers (CLC)	1,175
Belleville General Hospital, Belleville	Ont. Nurses Assn. (Ind.)	259
Brant Memorial Hospital, Burlington	Ont. Nurses Assn. (Ind.)	322
Chrysler Canada, Intercity	Auto Workers (CLC)	11,375
Chrysler Canada, Intercity (office & technical empls.)	Auto Workers (CLC)	600
Computing Devices, Div. of Control Data, Ottawa & Stittsville	Empls. Assn. (Ind.)	600
Corby Distilleries, Corbyville	Distillery Workers (AFL-CIO/CLC)	280
Crane Canada, Brantford	Steelworkers (AFL-CIO/CLC)	200
Dryden Paper Co., Woods Operation, Dryden	Carpenters (AFL-CIO/CLC)	250
Eldorado Nuclear, Port Hope	Steelworkers (AFL-CIO/CLC)	245
Essex International of Canada, Ingersoll	Steelworkers (AFL-CIO/CLC)	500
Fleet Industries, Div. of Ronyx Corp., Fort Erie	Machinists (AFL-CIO/CLC)	500
Ford Motor Co. of Canada, Windsor (office empls.)	Auto Workers (CLC)	302
Ford Motor Co. of Canada, Intercity	Auto Workers (CLC)	12,300
Franklin Mfg. Co. of Canada, Cambridge	Machinists (AFL-CIO/CLC)	550
General Motors of Canada, Intercity	Auto Workers (CLC)	22,800
Gidon Industries, Toronto	Steelworkers (AFL-CIO/CLC)	210
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses Assn. (Ind.)	275
Hamilton Civic Hospitals, Hamilton	Ont. Nurses Assn. (Ind.)	735
Hawker Siddeley Canada, Orenda Div., Malton	Machinists (AFL-CIO/CLC)	350
Hotel Dieu Hospital, St. Catharines	Ont. Nurses Assn. (Ind.)	224
Humber Memorial Hospital Assn., Full-time, Toronto	Ont. Nurses Assn. (Ind.)	208
Kingston General Hospital, Kingston	Ont. Nurses Assn. (Ind.)	491
McMaster University, Grounds & Buildings, Hamilton	Auto Workers (CLC)	250
Mount Sinai Hospital, Toronto	Ont. Nurses Assn. (Ind.)	200
Moyer Vico, Holland Landing	Woodworkers (AFL-CIO/CLC)	210
MTD Products Canada, Kitchener	Auto Workers (CLC)	225

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in September 1976 (Cont'd)

Company and Location	Union	No. Empl
North York General Hospital, Toronto	Ont. Nurses Assn. (Ind.)	
Northwestern General Hospital, Toronto	Ont. Nurses Assn. (Ind.)	
Oshawa General Hospital, Full-time, Oshawa	Ont. Nurses Assn. (Ind.)	
Ottawa Civic Hospital, Full-time, Ottawa	Ont. Nurses Assn. (Ind.)	
Ottawa Civic Hospital, Part-time, Ottawa	Ont. Nurses Assn. (Ind.)	
Ottawa General Hospital, Full-time, Ottawa	Ont. Nurses Assn. (Ind.)	
Peel Memorial Hospital, Brampton	Ont. Nurses Assn. (Ind.)	
Peterborough Civic Hospital, Full-time, Peterborough	Ont. Nurses Assn. (Ind.)	
Riverside Hospital, Ottawa	Ont. Nurses Assn. (Ind.)	
Robertson P.L. Manufacturing, Div. of Procor Ltd., Milton	Steelworkers (AFL-CIO/CLC)	
Royal Victoria Hospital, Barrie	Ont. Nurses Assn. (Ind.)	
Salvation Army Grace Hospital, Ottawa	Ont. Nurses Assn. (Ind.)	
Salvation Army Grace Hospital, Windsor	Ont. Nurses Assn. (Ind.)	
Scarborough Centenary Hospital Assn., Scarborough	Ont. Nurses Assn. (Ind.)	
Scarborough General Hospital, Scarborough	Ont. Nurses Assn. (Ind.)	
Scarborough General Hospital, Part- time, Scarborough	Ont. Nurses Assn. (Ind.)	
St. Catharines General Hospital, St. Catharines	Ont. Nurses Assn. (Ind.)	
St. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Ont. Nurses Assn. (Ind.)	
St. Joseph's Hospital, London	Ont. Nurses Assn. (Ind.)	
St. Joseph's Hospital, Toronto	Ont. Nurses Assn. (Ind.)	
St. Michael's Hospital, Full-time, Toronto	Ont. Nurses Assn. (Ind.)	
Steinbergs Ltd., Ottawa Food Stores, Eastern Ontario	Retail Clerks (AFL-CIO/CLC)	
Sunnybrook Hospital, North York	Auto Workers (CLC)	
Sunnybrook Hospital, Toronto	Ont. Nurses Assn. (Ind.)	
Tamblyn G. Ltd., Province-wide	Retail Clerks (AFL-CIO/CLC)	1,0
Tonka Corp. Canada, Malton	Molders (AFL-CIO/CLC)	

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in September 1976 (Cont'd)

Company and Location	Union	No. of Empls.
Toronto East General & Orthopaedic Hospital, Toronto	Ont. Nurses Assn. (Ind.)	337
Toronto General Hospital, Toronto	Ont. Nurses Assn. (Ind.)	840
Toronto Western Hospital, Toronto	Ont. Nurses Assn. (Ind.)	585
Treasury Board of Canada, Computer Systems Administration Group, Province- wide	Professional Institute (Ind.)	1,241
Treasury Board of Canada, Drafting & Illustration Group, Province-wide	Public Service Alliance (CLC)	1,300
Treasury Board of Canada, Engineering & Land Survey Group, Province-wide	Professional Institute (Ind.)	1,300
Victoria Hospital, London	Ont. Nurses Assn. (Ind.)	470
Wellesley Hospital, Toronto	Auto Workers (CLC)	241
Wellesley Hospital, Toronto	Ont. Nurses Assn. (Ind.)	537
Windsor Metropolitan General Hospital, Windsor	Ont. Nurses Assn. (Ind.)	250

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TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
SEPTEMBER 1976



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in September 1976 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries, the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. The note is included only when it is specifically stated in the settlement. That note is not extended to settlements that do not specifically refer to the Anti-Inflation Board, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in September 1976 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry, and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlement.

The third section lists the negotiations underway in September 1976. Letter codes have been used to indicate the stage of negotiations, and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in October 1976.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

October 27, 1976

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Highlights

Paper Settlements. The last of the 1976 paper mills disputes was resolved when 1,100 members of two unions at Reed Paper Ltd. in Dryden ratified, in late September, a 32-month renewal agreement, following a three-month strike. The main issues in dispute included retention of the existing cost-of-living clause and adjustment of the contract expiry date to coincide with other contracts in the industry. The expiry date of the previous contract at this mill differed from those of other mills in the area (April 30) because of an arbitration award about 10 years ago which changed the termination date to December 31. The terms of the new Reed Paper contract, effective from January 1, 1976 to September 1, 1978, were similar to those negotiated earlier at other mills in the industry. The first-year general wage increase was 82 cents per hour (equivalent to 17 per cent on the base wage rate), including a 29-cent COLA fold-in. The remaining 24 cents generated by the previous cost-of-living allowance will continue to float but will be regarded as part of the wage rate for the purpose of calculating further wage increases of 10 per cent and 8 per cent due to take effect at the beginning of 1977 and 1978, respectively. The contract also includes the "Protection Factor" and "Anti-Inflation Board" provisions inserted in previously negotiated 1976 paper industry contracts. Full implementation of the negotiated compensation increases awaits an AIB ruling. Similar settlements reached at other Ontario paper mills last February were subsequently modified by the AIB to provide increases, varying by location, of 14.7 to 15.8 per cent in the first year, 8.9 to 10 per cent in the second year, and 8 per cent in the third year.

Three further settlements, involving a total of six 24-month agreements, were agreed to in September by workers in the corrugated containers divisions of three paper companies. About 300 members of the Printing and Graphic Communications Union at Reed Packaging in Toronto received wage increases of 10 per cent and 8 per cent, respectively, in each year of a 2-year agreement, with part of the first year increase withheld pending AIB approval. At Abitibi Paper Company in Pembroke, 200 members of the International Woodworkers Union negotiated a total \$1.22 per hour wage increase over two years. Finally, four agreements covering 725 employees of Consolidated-Bathurst Packaging at four Ontario locations provided for first year general wage increases of 50 cents per hour (incentive rates) or 65 cents per hour (non-incentive rates), plus second-year increases of 8 per cent and a 40-cents COLA fold-in. Full implementation of the monetary items in the contracts awaits AIB approval.

Retail Food Stores Settlements. The 1976 round of negotiations in the Ontario retail food industry involved close

to 35,000 full-time and part-time employees of five supermarket chains, covered by 17 collective agreements expiring between April 30 and September 30. The first settlement for 4,320 members of the Canadian Food and Allied Workers at the Great Atlantic & Pacific Company stores across the province became the pattern for contracts with the other chains. The major issues in the negotiations were wages, hours of work, vacations and job security.

The two previous 36-month A & P contracts were reopened in 1974 and renegotiated without changing the expiry dates (June 1976) to match the wage increases and benefits improvements (including a 39 hour work week for full-time employees) gained at that time by workers at other supermarkets. The new two-year agreement signed at the end of September included a further reduction in the work week to 38 hours and gave full-time employees wage increases of \$22 a week in the first year and \$20 a week in the second year. About two-thirds of the company's employees working part-time received two general increases of 50 cents an hour in each year of the contract. The existing, limited cost-of-living clause with a .5 adjustment factor and a cap increased to 12 cents per hour will become operative in the second year of the contract. The company agreed to grant full-time employees additional improvements in pensions, disability benefits and vacations (including six weeks after 25 years effective in 1977).

The Canadian Food and Allied Workers Union subsequently ratified a similar two-year agreement affecting 4,300 full-time and part-time employees of Steinberg's Ltd. in 60 stores of the Miracle Food Mart Division at various southern Ontario centres. The settlement in addition to improved benefits, provided for an 8 cent cost-of-living fold-in, a limited COLA provision in 1977 and new separate wage structures for present and new employees. Full-time employees on staff at the time of ratification received wage increases of \$48 a week in two stages over two years.

The Loblaws contract covering 6,100 full-time and part-time employees represented by the Canadian Retail Employees Union at most of the company's food stores across the province was settled also for a two-year term, retroactive to May 1, 1976. It provided for a cost-of-living fold-in of 8.3 cents, limited quarterly COLA adjustments in 1977 and a general wage increase of \$45 a week spread out over 24 months for full-time employees, but did not change the work hours. Part-time employees received increases identical to those at the A & P and Steinberg's stores.

The wage increases ratified in all three above mentioned settlements were only partially implemented with the balance contingent on AIB approval. As yet not settled are contracts with the Canadian Foodworkers representing Steinberg's Department Stores and Loblaws' employees at other locations; with the Retail-Wholesale Employees, Retail Clerks and Steelworkers representing employees at Dominion Stores; and with the Retail Clerks representing workers at Canada Safeway in southeastern Ontario.

Hospital Support Staff Settlement. For the first time 14 western Ontario hospitals bargained jointly with 2,800 non-medical workers, members of the Service Employees' International Union (SEIU) Local 220. A settlement was reached in mid-September with the help of a provincial mediator, providing general wage increases ranging between \$1.07 and \$1.24 per hour over a 27-month period and bringing wage rates, benefits and working conditions up to the standards attained in earlier province-wide SEIU and CUPE group settlements. Implementation of the new terms awaits the resolution of a number of local issues still outstanding involving job security, grievance procedures and minor monetary items. It was agreed that part of the negotiated increases would be withheld pending AIB approval, and that any provisions not implemented following the AIB's ruling would be enacted subsequently if modifications to the anti-inflation legislation should permit. The AIB recently rolled back increases in contracts negotiated by the SEIU in June with a group of 43 Ontario hospitals.

Ottawa Transit Settlement. Following a three-day strike, a settlement was reached between the Ottawa-Carleton Transit Commission and its 1,300 bus drivers and mechanics, members of the Amalgamated Transit Union Local 279. The new 12-month agreement provided a 9.9 per cent wage increase, raising the drivers' hourly rate of \$6.08 to \$6.68, although 0.9 per cent of the negotiated increase was held back pending AIB approval. The parties also agreed to improve a number of benefit provisions and to discontinue the existing cost-of-living provision.

Ottawa Area Municipal Settlement. About 3,100 Ottawa City and Ottawa-Carleton Regional Municipality civic employees, represented by Local 503 of the Canadian Union of Public Employees, ratified two identical one-year contracts providing a general wage increase of 9.4 per cent and improved fringe benefits. The wage increase retroactive to January 1, 1976 brought the hourly rate for a labourer from \$5.05 to \$5.52. The minimum annual salary for a Clerk I was brought into the range between \$7,537 and \$9,574 (after six annual incremental increases). The agreements also contained shorter service requirements for four and five weeks of vacation, increased life insurance coverage, improved sick and bereavement provisions and a higher mileage allowance.

Metro Toronto Police Settlement. An arbitrated settlement ended the 1976 contract dispute involving 4,600 uniformed employees of the Metropolitan Toronto Police Commission. The award handed down at the end of September included a wage and benefit increase of slightly more than 10 per cent over a one-year term and ordered the reimplementation of one-man traffic patrol cars.

Throughout the negotiations the police commission was offering a pay raise of 8 per cent in a one-year contract to keep salary increases within the anti-inflation guidelines. The police association originally asked for an 18 per cent pay increase, but moved down to 14 per cent plus a dental plan after the guidelines were introduced. The association was attempting to make the Toronto policemen the highest paid in the country or at least to bring them at par with policemen in other large centres in Canada. The 1975 salary of a first class police constable in Toronto (\$16,260) was 8 to 10 per cent below those granted in 1976 to policemen in other forces (Regina - \$17,904, Montreal - \$17,900, Calgary - \$17,836, Winnipeg - \$17,827, Ontario Provincial Police - \$17,625). The association was also trying to retain a number of provisions granted in previous arbitration awards (the most controversial being the two-officer patrol system) and to gain pension protection through tying pensions to the cost-of-living index.

Along with the 10 per cent pay increase bringing their 1976 salaries to \$17,900, the Toronto policemen were granted a cost-of-living bonus, improved vacations (with a new provision for six weeks of vacation after 25 years' service) and a new dental plan. The award made the Toronto policemen the highest paid in Ontario, surpassing the \$17,772 established for a first class constable in Hamilton-Wentworth in a settlement reached in August.

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FOOD AND BEVERAGE

Silverwood Dairies (Divison of Silverwood Industries Limited) at Toronto -
Local 101, Canadian Union of Operating Engineers (CCU): An
 18½ - month renewal agreement effective from Sept. 15,
 1976 to Mar. 31, 1978, covering 250 employees, settled with
 mediation assistance. Duration of negotiations - 7 months.

Wages: Settlement pay of \$31 per week, pro-rated for weeks worked
 during the period from Apr. 1 to Sept. 15, 1976.

Effective	<u>Sept. 15/76</u>	<u>Apr. 1/77</u>
General	\$31 per week *	\$22 per week
Increase		
Additional	\$9 for trades	
Adjustments	classifications, \$6 for Inter- branch Driver and Wholesale Reliefman	
General	\$223-\$233	\$245-\$255
Labourer	(\$192-\$202)	
Wholesale	\$258.50	\$280.50
Driver	(\$227.50)	
Electrician	\$268.00	\$290.00
	(\$228.00)	

Previous rates include a \$10 per week cost-of-living bonus
 granted in May 1975.

Probationary period is 2 months. Maximum rates for General
 Labourer reached after one 2 - month increase.

*Note: Increases are subject to approval by the Anti-Inflation
 Board. \$25 is payable immediately.

Sunday Premium: All employees performing work on Sunday receive
 pay at time and one-half. (Previously premium of \$1.50 per
 hour for certain classifications only.)

Effective Apr. 1, 1977, double time for overtime work on
 Sunday (new).

Paid Holidays: Effective Apr. 1, 1977, one floating day added for a total
 of 10(9) days.

Paid Vacations: 3 weeks after 5(6) years' service and 5 weeks (new) after
 25 years' service.

Welfare: Weekly Indemnity - Benefits of 66 2/3% of basic wages plus
 commissions, to a maximum of \$133 (\$123) per week, payable
 for 26 weeks.

Dental Plan - Effective Apr. 1, 1977, employer pays 100%
 (new) of cost of premiums for Blue Cross #7 Dental Plan or
 an equivalent.

General Bakeries Limited (G.B. Wonder Division) at Toronto - Local 264, Bakery Workers (AFL-CIO/CLC): A 24 - month renewal agreement effective from Aug. 13, 1976 to Aug. 12, 1978, covering 200 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>Aug. 13/76</u>	<u>Aug. 13/77</u>
	General Increases	65¢*	50¢
	Category "F" (includes General Help--Light Duties)	\$5.36 (\$4.71)	\$5.86
	Category "A" (includes Dough Mixer)	\$6.39 (\$5.74)	\$6.89
	Category "H" (includes Machinist "A")	\$7.33 (\$6.68)	\$7.83

*Note: Increases are subject to approval by the Anti-Inflation Board. 47¢ is payable immediately.

Cost-of-Living Provision: Discontinued. (Note: The \$8 per week cap of the COLA clause in the previous agreement was reached. The \$8 per week remains as a float.)

PAPER AND ALLIED

Reed Ltd., Dryden Mill and Woodlands Divisions at Dryden - Locals 105 and 1323, Canadian Paperworkers' Union (CLC) and Local 865, International Union of Operating Engineers (AFL-CIO/CLC): A 32-month renewal agreement effective from Jan. 1, 1976 to Sept. 1, 1978, covering 1,100 employees, settled after a work stoppage. Duration of negotiations - 12 months.

Holdback: Upon ratification, a general increase of only 48¢ per hour will be paid retroactive to Jan. 1, 1976. The balance of the negotiated increase in compensation, as reflected below, will be implemented at the time of and in accordance with the Anti-Inflation Board's ruling.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Jan. 1/77</u>	<u>Jan. 1/78</u>
<u>Adjustments</u>				
Designated Tradesmen		25¢		
Designated Top Operators		20¢		
Papermakers' Wage Scale		2%		
<u>COLA Fold-in</u>		29¢		
<u>General Increases</u>		53¢	10%*	8%*
Labourer		\$5.64 (\$4.82)	\$6.23	\$6.75
Electrician A		\$7.53 (\$6.46)	\$8.31	\$8.99

*Second and Third Year Increases

1. Method of Calculation - The 10% increase and the 8% increase are applied against the respective preceding hourly rates, which for this case, will be considered to include the 24¢ COLA float.
2. Protection Factor - If the Government makes upward adjustments to the Protection Factor as presently established by the Anti-Inflation Board for the years 1977 or 1978, the Employer will add a corresponding amount to the increases now scheduled for Jan. 1, 1976 or Jan. 1, 1977.
3. Removal of Anti-Inflation Board Restrictions - In the event the Anti-Inflation Act is repealed or terminated during this agreement, the Employer or the Union may give 30 days' notice to re-negotiate the third year 8% general wage increase.

Cost of Living Allowance:

The previous agreement was reopened in Dec. 1974 to establish an interim cost of living plan which provided for quarterly adjustments of 1¢ for each .35 point change in the Consumer Price Index and generated a total of 53¢ over its life. Of that amount, 29¢ is to be folded into the wage structure effective Jan. 1, 1976 and 24¢ is to continue as a float throughout this agreement.

Sunday Work:

Time and one-half for first 8 hours, double time thereafter (previously time and one-half for all hours worked). Minimum guarantee of 4 hours at straight time (unchanged).

Woodlands Tradesmen Premium (new):

Those permanently assigned to a bush garage will receive 25¢ per hour premium for all hours worked.

Health and Welfare: Weekly Indemnity - Any employee who became ill or was injured during the strike will receive benefits based on his rate of pay prior to going on strike, with payments to begin on the date he is scheduled to return to work.

Pension Plan: Employees taking voluntary early retirement, at age 62 or over will now be included for 5 years guaranteed payment of pension benefits to himself or his beneficiary should he die.

Licence Renewal (new): The Employer will pay the full cost of necessary licences and renewals for Steam Plant employees as may be required by the Ministry of Labour.

Job Posting: Minimum of 5 days (72 hours) prior to permanently filling a vacancy.

Meal Allowance: To be discussed between Employer and Union on a local level.

Abitibi Paper Company Ltd. (Abitibi Containers Division) at Pembroke - Local 2-1000, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 1, 1976 to Mar. 31, 1978, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 3½ months.

Wages:	Effective	<u>Apr. 1/76</u>	<u>Apr. 1/77</u>
	General	65¢	57¢
	Increases		
	Labour	\$4.74 (\$4.09)	\$5.31
	Factory Mechanic "A"	\$5.15 (\$4.50)	\$5.72

Shift Premiums: 0-15¢-20¢ (0-15¢-19¢).

Paid Holidays: Effective Jan. 1, 1978, one day added for a total of 12 (11) days.

Paid Vacations: 6 weeks (new) after 27 years' service.

An employee with 25 years' service receives 1 extra week of vacation (new) at age 63 and 2 extra weeks of vacation (new) at age 64.

Welfare: Life Insurance - \$2,000 coverage (new) for retirees at age 65.

Safety Shoe Allowance: \$8 (\$3) per year.

Reed Packaging Limited (Corrugated Div.) at Toronto - Local 466, Printing Specialties and Paper Products Union (AFL-CIO/CLC): A 24-month renewal agreement effective from June 23, 1976 to June 18, 1978, covering 300 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 23/76</u>	<u>June 19/77</u>
	General	10%*	8%
	Increases		
	Helper-General	\$5.21 (\$4.74)	\$5.63
	Electrician I	\$7.18 (\$6.53)	\$7.76

*Note: Increases are subject to approval by the Anti-Inflation Board. 8% is payable immediately.

Paid Holidays: One floating day is added for a total of 12 (11) days.

METAL FABRICATING

Babcock & Wilcox Canada Ltd. at Cambridge - Local 2859, United Steelworkers of America (AFL-CIO/CLC): A 24-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1978, covering 940 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/76</u>	<u>Sept. 1/77</u>
	COLA Fold-in	20¢	
	General Increases	40¢	45¢
	Job Cl. Increment	13¢ (12¢)	13½¢
	Job Class 1 (Sweeper)	\$5.20 (\$4.60)	\$5.65
	Job Class 14 (includes Electrician)	\$6.89 (\$6.16)	\$7.405

Holdback: Pending review by the Anti-Inflation Board, 6¢ per hour will be held back from the 40¢ general increase scheduled for Sept. 1, 1976 and 12¢ per hour from the 45¢ scheduled for Sept. 1, 1977.

Cost of Living Allowance: Subject to A.I.B. approval, a cost of living formula, effective Jan. 1, 1978, to provide for quarterly adjustments of 1¢ per 0.4 increase in the CPI (1971=100), in excess of a CPI increase of 8% based on Jan. 1977. (Previously, 1¢ for each 0.45 point change (1961=100), capped at 10¢ for the second year of the contract).

Shift Premium: 0-45¢-45¢ (0-40¢-40¢).

Paid Vacations: Effective in 1977, 3 weeks after 5 (6) years. Also 2 weeks after 1 year, 4 weeks after 15 years, 5 weeks after 20 years and 6 weeks after 30 years (unchanged).

Health and Welfare: Life Insurance and A.D. & D. - \$8,000 (\$7,000) with double indemnity.

Weekly Indemnity - Job Class 1 to 6, \$110 (\$100); Job Class 7-12, \$120 (\$110); and Job Class 13-19, \$130 (\$120).

Pension Plan: Employees retiring at age 65 will receive \$8 per month per year of service as a minimum guarantee (new). Provision remains unchanged for retirements before age 65 with benefits set at 1% of lifetime earnings.

Safety Shoes: \$20 (\$10) per year to be included in October pay check for each non-probationary, hourly rated employee.

Procor Limited at Oakville - Local 75, Boilermakers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 24, 1976 to May 24, 1977, covering 204 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4½ months.

Wages:	Effective	<u>May 24/76</u>
	General Increase	7.5%-7.9%
	Experienced Helper	\$5.01 (\$4.66)
	Machinist "A"	\$6.70 (\$6.21)

Helper Improver Premium: Helper Improvers receive an additional 24¢ (20¢) per hour over the Helper rate, with an increase of 24¢ (20¢) per hour after each six months until their rate of pay equals the minimum rate of pay for Mechanics.

Paid Holidays: Additional half day before Christmas added to give whole day off before Christmas and a total of 10½ (10) days.

Pension Plan: \$6.00 (\$5.00) per month per year of service, retroactive to 1964.

Clothing Allowance: Employer supplies outer winter wear to employees working outdoors on a continual basis (new).

Safety Shoe Allowance: \$20 (\$6) per year for all employees who have completed six months of active service.

Aluminum Goods (Division of Alcan Canada Products Limited) at Toronto - Local 2858, Steelworkers (AFL-CIO/CLC): A 24 - month renewal agreement effective from Aug. 22, 1976 to Aug. 19, 1978, covering 277 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3½ months.

Wages: Retroactive pay of \$111 for employees on payroll as of August 21, 1976 and still employed as of October 3, 1976, pro-rated for new employees hired since August 21, 1976.

Effective	Oct. 3/76	Aug. 22/77
General	34¢ for production	32¢ for produc-
Increases	employees, 46¢ for tradesmen 40¢ for Service Operator	tion employees 46¢ for trades- men, 40¢ for Service Oper- ator.
General	\$4.49-\$4.59	\$4.81-\$4.91
Labour	(\$4.15-\$4.25)	
Electrician	\$6.48-\$6.63	\$6.94-\$7.09
Grade 1	(\$6.02-\$6.17)	

Probationary period is 90 calendar days. Maximum rates reached after two 6- month increases.

Shift Premiums: Effective Oct. 3, 1976, 0 - 19¢ - 21¢ (0 - 17¢ - 19¢). Effective Aug. 22, 1977, 0 - 20¢ - 22¢.

**Pay for Sched-
uled Weekend
Work:** Effective Oct. 3, 1976, Stationary Engineers required to work on Saturday and/or Sunday, when such days are regularly scheduled working days, are paid a premium of 80¢ (70¢) per hour. Effective Aug. 22, 1977, 85¢ per hour.

Paid Holidays: One additional day added in 1976 only for a total of 12 (11) days: in 1977, 11 days.

Holiday Pay: In addition to holiday pay, each employee on incentive work on the regularly scheduled working day immediately preceding the day(s) of observance of a paid holiday(s) and qualified for holiday pay, receives an allowance of 85¢ (40¢) per hour.

Welfare: Extended Health Care Plan- Employer pays 100% (no change) of cost of premiums for plan with deductibles of \$10 (\$25) for single employees and \$20 (\$50) for married employees. 100% (80%) of remaining expenses are fully paid.

Meal Allowance: \$2.00 (\$1.75).

**Safety Shoe
Allowance:** Maximum of \$20 per year. (Previously employer paid 50% of cost of one pair of safety shoes, to a maximum of \$10.)

ELECTRICAL PRODUCTS

Ferranti-Packard Limited (St. Catharines Division) at St. Catharines - Local 5788, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Feb. 25, 1976 to Feb. 27, 1978, covering 230 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 9 months.

Wages: Full retroactivity for all hours worked, with incentive work calculated at the individual's average incentive rate, for the period from Feb. 24, 1976 to implementation of new rates.

Effective	<u>Sept. 13/76</u>	<u>Feb. 27/77</u>
Fold-in	30¢	
General Increases	35¢ for day workers, 15¢ for incentive workers*	36¢
Job Class Increment	9¢ (8¢)	10¢
<u>Day Rates</u>		
Bench/Machine Operator	\$4.62 (\$3.97)	\$4.98
Electrician "A"	\$6.06 (\$5.25)	\$6.58

* Note: Increases are subject to approval by the Anti-Inflation Board.

Cost-of-Living Provision: Inoperative during term of agreement.

Employer will pay 20¢ per hour to day workers and 13¢ per hour to incentive workers on Feb. 24, 1976 and again on Feb. 24, 1977, subject to approval by the Anti-Inflation Board.

Shift Premiums: 0-25¢-25¢ (0-20¢-20¢).

Paid Vacations: 3 weeks and 6% vacation pay after 5 (6) years' service and 4 weeks and 8% vacation pay after 15 (16) years' service. Effective in 1977, 6 weeks and 11% vacation pay after 35 years' service (new).

Welfare: Weekly Indemnity - Benefits of 66 2/3% of weekly earnings to a maximum of \$135 (\$113) per week.

OHIP - Liability of the employer increases to \$16 (\$11) per month for single coverage and \$32 (\$22) per month for dependent coverage.

Long Term Disability Plan - Benefits of \$120 (\$90) per week. Improved benefits paid on future claims only.

Drug Plan - Effective in January 1977, if approved by the Anti-Inflation Board, a drug plan with a 35¢ deductible per perscription will be implemented.

Dental Plan - Effective Feb. 24, 1977, if approved by the Anti-Inflation Board, employer will pay 50% of cost of premiums for a new basic dental plan.

Pension Plan: Benefits of \$7.00 (\$6.00) per month per year of service from 1966 on.

Benefits of \$6.00 (\$4.25) per month per year of service prior to 1966.

Retirees receive a \$10 per month increase over present pension payment. Improvement does not affect employees who retire after Feb. 23, 1976.

Safety Shoe Allowance: Employer pays 50% (25%) of cost of one pair of safety shoes every six months.

Amalgamated Electric Corporation Limited (Markham) at Markham - Local 1590, Electrical Workers (I.B.E.W.) (AFL-CIO/CLC): A 12-month renewal agreement effective from July 12, 1976 to July 11, 1977, covering 250 employees, settled with mediation assistance. Duration of negotiations - 3½ months.

Wages:	Effective	<u>July 12/76</u>
	COLA Fold-in	23¢
	General Increase	47¢-68¢
	Assembler V	\$4.80-\$4.90 (\$4.08-\$4.18)
	Material Handler/ Helper General	\$5.10-\$5.20 (\$4.40-\$4.50)
	Electrician I	\$6.69-\$6.97 (\$5.78-\$6.06)

Probationary period is three months. Maximum rates reached on merit.

Cost-of-Living Provision: Discontinued.

Shift Premiums: 0-23¢-25¢ (0-17¢-19¢).

Paid Vacations: 6 weeks after 30 years' service (new).

Welfare: Weekly Indemnity - Employee receives 66 2/3% of weekly earnings to a maximum of \$133 (\$113) per week.

Extended Health Care Plan - \$10/\$20 (\$25/\$50) deductible.

Pension Plan: \$6.00 (\$4.50) per month per year of service.

Employee may retire at 62 (65) without actuarial reduction to his pension.

Safety Shoe Allowance: \$15 (\$2.50) per year upon completion of probationary period.

NON-METALLIC MINERAL PRODUCTS

<u>Exolon Company of Canada Ltd. at Thorold - Local 582, Chemical Workers (CLC):</u>			
A 24-month renewal agreement effective from May 1, 1976 to Apr. 30, 1978, covering 200 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4½ months.			
Wages:	Effective	<u>May 1/76</u>	<u>May 1/77</u>
	COLA	32¢	30¢
	Fold-in		
	General Increases	55¢	15¢
	Additional Adjustments	10¢ for Furnace Repair Lead Hand, Furnaceman and Crude Reduction/Selection Charge Hand; 5¢ for Coke Plant (Charge) and Feeders; 4¢ for Furnaceman (Second)	
	General Labour (Exolon Plant)	\$5.38 (\$4.51)	\$5.83
	Machinist	\$6.08 (\$5.21)	\$6.53
Cost-of-Living Provision:	Discontinued.		
Shift Premiums:	0-19¢-22¢ (0-18¢-21¢). Effective May 1, 1977, 0-20¢-23¢.		
Night Premium:	19¢ (18¢) per hour. Effective May 1, 1977, 20¢ per hour.		
Sunday Premium:	55¢ (50¢) per hour, with the exception of hours worked on Easter Sunday, for all Shift Workers. Effective May 1, 1977, 60¢ per hour.		
Welfare:	<u>Weekly Indemnity</u> - Benefits of \$133 (\$113) per week.		
	<u>Total Disability Plan</u> - Employer pays 100% (new) of cost of premiums for plan providing 60% of wages. Benefits payable to age 65.		
Pension Plan:	Each employee participating in the Contributory Retirement Annuity Plan on May 1, 1976 or such later date as he first becomes a participant receives a benefit (new) at his normal retirement date of \$1.00 per month for each year of participation, to a maximum of \$25 per month. Payable for life only.		
Dept. of Labour Certificate:	10¢ per hour (new) trade premium for Maintenance Dept. employees holding a Department of Labour Certificate in their trade.		
Safety Shoe Allowance:	\$25 (\$20) per year plus an additional \$5 (unchanged) per year employees serving as Carbolon Furnacemen or working on the Exolon Breaking Floor.		

MISCELLANEOUS MANUFACTURING

Computing Devices Company at Ottawa - Employees' Association, Computing Devices Company (Ind.) (plant, clerical, and technical employees): A 24-month renewal agreement effective from Oct. 1, 1976 to Sept. 30, 1978, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	Oct. 1/76	Oct. 1/77
	General Increases	10%	8%
	<u>Clerical</u>		
	Job Level I	\$3.21-\$3.82 (\$2.92-\$3.47)	\$3.47-\$4.13
	Job Level IX	\$4.92-\$5.74 (\$4.47-\$5.22)	\$5.31-\$6.20
	<u>Plant</u>		
	Job Level 1	\$2.88-\$3.06 (\$2.62-\$2.78)	\$3.11-\$3.30
	Job Level 12	\$6.50-\$6.96 (\$5.91-\$6.33)	\$7.02-\$7.52
	<u>Technical</u>		
	Job Level A	\$3.92-\$4.70 (\$3.56-\$4.27)	\$4.23-\$5.08
	Job Level L	\$7.88-\$10.27 (\$7.16-\$9.34)	\$8.51-\$11.09

Cost of Living Allowance: Quarterly adjustments beginning with the quarter ending Dec. 30, 1976 equal to 1¢ per hour for each .35 rise in the Consumer Price Index (1971 equals 100) once the total point increase is greater than 10% above the Index in effect on Oct. 1, 1976 and 8% above the Index in effect on Oct. 1, 1977. Any allowance generated during the first year of the contract will be folded in to the wage rates in effect on Sept. 30, 1977 (previously, 1¢ per hour for each .4 rise in the CPI (1961 equals 100)).

Paid Vacation: 2 weeks after 1 year of service, 3 weeks after 5 years, 4 weeks after 12 years (all unchanged), and 5 weeks after 20 (25) years.

TRANSPORTATION

Ottawa-Carleton Regional Transit Commission at Ottawa - Division 279, Amalgamated Transit Union (AFL-CIO/CLC) (bus operators, etc.): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 1,300 employees, settled after a work stoppage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	9.9%
	Operator	\$6.68 (\$6.08)
	Mechanic B	\$7.51 (\$6.83)

Holdback: The Commission is holding back .9% of the negotiated 9.9% wage increase until the Anti-Inflation Board hands down a ruling on the contract.

Cost of Living Provision: Discontinued.

Health and Welfare: Sick Benefit Plan - Effective Nov. 1, 1976, \$35 (\$30) per day and \$175 (\$150) per week for a coverage period of 26 weeks (unchanged).

Pension Plan: A 2.8% improvement factor to update past service pension benefits to the average of earnings of the last 6 years, 1970-1975 inclusive.

Meal Tickets: \$2.50 (\$2.25).

Tool Allowance: \$42.50 (\$37.50) per year.

Safety Shoes Allowance: \$20 (\$15) per year.

RETAIL TRADE

The Great Atlantic & Pacific Company of Canada, Ltd., province-wide - Locals 175 and 633, Canadian Food and Allied Workers (AFL-CIO/CLC) (full-time and part-time employees): Two 24-month renewal agreements effective from June 15, 1976 to June 12, 1978, covering 4,320 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Holdback: All increases in excess of 8% will be withheld pending a ruling by the Anti-Inflation Board.

Wages:	Effective	<u>Jan. 15/76</u>	<u>Jan. 15/77</u>
	COLA Fold-in	8c	
	<u>General Increases to Top of Progression</u>		
	Full-time Employees	\$22/week	\$20/week
	Part-time Employees	50¢/hour	50¢/hour
	<u>Hourly Rates</u>		
	Part-time Employees	To be determined -\$5.30 (\$2.70 - \$4.72)	To be determined -\$5.80
Cost of Living Allowance:	Commencing in July 1977, upward or downward adjustments will be made on the basis of a 1¢ change for each .5 point change in the Consumer Price Index (1971 equals 100) in excess of a 6% increase between May 1976 and May 1977. Maximum adjustment is capped at 12¢ per hour. (Previous provision provided for adjustments of 1¢ for each .5 point change to a maximum of 8¢).		
Application of Following Provisions:	Except where noted the changes in the following provisions apply only to full-time employees.		
Hours of Work:	The previous agreement was reopened and reduced weekly hours from 40 to 39 as of June 17, 1974. Under this agreement, the weekly hours will be further reduced to 38 effective the week ending Oct. 9, 1976.		
Paid Vacations:	Effective in 1976, 2 weeks after 1 year of service, 3 weeks after 5 years, 4 weeks after 10 years and 5 weeks after 20 years (unchanged). Effective Jan. 1977, 5 weeks after 18 years and 6 weeks (new) after 25 years.		
Health and Welfare:	<u>Long Term Disability</u> - Effective Jan. 1977, benefits will be increased to 70% (65%) of employee's monthly salary.		
Pension Plan:	<u>Period of Eligibility</u> - 1 year (5 years). <u>Past and Future Service Credit</u> - \$8 (\$5) per month per year of service. <u>General</u> - Pension benefits are no longer tied to the Canada Pension Plan level and will no longer be reduced if the CPP level increases.		
Meal Allowance:	\$2.50 (\$2.25). Applies to full and part-time employees.		
Mileage Allowance:	15¢ (12¢) per mile.		
Bereavement Leave:	Death of a grandchild included for 1 day's paid leave.		

Loblaws Ltd. at Toronto and other centres - Union of Canadian Retail Employees (CLC) (full and part-time employees): A 24-month renewal agreement effective from May 1, 1976 to Apr. 30, 1978, covering 6,100 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Holdback: The wage increases shown below represent the full amounts as ratified. However, pending approval by the Anti-Inflation Board, the Employer will pay out for the full-time employees an increase of only 42.9¢ retroactive to May 2, 1976 and 26.5¢ effective May 1, 1977. Part-time employees will receive 37.5¢ retroactive to May 2, 1976 and 26.5¢ effective May 1, 1977

Wages:	Effective	<u>May 2/76</u>	<u>May 1/77</u>
COLA Fold-in		8.3¢	
General Increases			
Full-time Employees		56¢	52¢
Part-time Employees		50¢	50¢
Grocery Produce		\$4.573-\$6.673	\$5.093-\$7.193
Clerk (Day)		(\$3.93-\$6.03)	
0-24 months			
Meat Cutter		\$4.533-\$7.073	\$5.053-\$7.593
0-30 months		(\$3.89-\$6.43)	

Cost of Living Allowance: Using the Consumer Price Index for April 30, 1976 (146.2) as the base, 1¢ for each .5 point increase in the CPI beyond 8% over the base during the first year of the contract or beyond 14% over the base during the second year of the contract, adjusted quarterly. Any amounts so generated will be limited to 15¢ per year and will be considered an add-on. (previous formula: 1¢ per .5 change in the CPI, adjusted quarterly and capped at 8.3¢.)

Paid Vacations: Effective May 2, 1976, 2 weeks after 1 year of service, 3 weeks after 5 years, 4 weeks after 10 years, 5 weeks after 20 years and 6 weeks after 30 years (unchanged). Effective May 1, 1977, 5 weeks after 18 years and 6 weeks after 25 years.

Call-Back Pay: Minimum of 4 (3) hours at double time for call-backs on a scheduled day off, a Sunday, or a Statutory Holiday.

Health and Welfare: A.D. & D. (new) - To be implemented as of the date of ratification

Sick Pay Allowance - Benefits are increased to 65% (50%) of basic wage for employees with 6 months' service and to 85% (75%) for employees with 5 or more years of service. The allowance provides for the first 3 days of any absence due to sickness to a maximum of 9 days per calendar year.

Weekly Indemnity - Date of eligibility for new employees to be the first of the month following date of hiring. (Previously, after 3 months.)

Long Term Disability - For employees with at least one year of service, age for eligibility has been lowered to 18 (21) years.

Pension Plan: Early Retirement - Employees retiring at age 63 or over will have no reduction in the rate of benefit accrual. Those retiring prior to age 63 will have benefit accruals reduced by $\frac{1}{4}\%$ for each month that such early retirement precedes attainment of age 63. (Previously, benefits were reduced by $\frac{1}{2}\%$ for each month that early retirement preceded age 65.)

Maintenance of Health and Welfare Benefits - Dental and Benefit Package coverage will apply to early retirees until age 65.

Mileage Allowance: 18¢ (15¢) per mile with a minimum pay-out of \$2 (new).

Miracle Food Mart (Division of Steinberg's Ltd.) at various southern Ontario centres - Locals 175 and 633, Canadian Food and Allied Workers (AFL-CIO/CLC) (retail food employees, full-time and part-time): A 24-month renewal agreement effective from June 22, 1976 to June 21, 1978, covering 4,300 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Holdback: Pending review by the Anti-Inflation Board, the employer will increase rates by only 43¢ per hour and will withhold incorporation of the 8¢ COLA.

Wages:	Effective	<u>June 22/76</u>	<u>June 22/77</u>
	COLA Fold-in	8¢	
General Increases:			
<u>FULL-TIME EMPLOYEES</u>			
	On staff at date of ratification	\$28/week	\$20/week
	New employees*	see note	see note
<u>PART-TIME EMPLOYEES</u>			
	On staff at date of ratification	50¢/hour	50¢/hour
	New employees	see note	see note

*Note: - Commencing with this agreement a dual wage grid will be established for both the full-time and part-time employees. Employees on staff at the time of ratification will have an across-the-board increase as shown above applied to their former progression rate. New employees will be placed on a new and separate wage grid determined, in the case of full-time employees by adding \$28 per week to the top and \$14 per week to the bottom of the progression rates of the former agreement for the first year and a further \$20 per week to the top and \$10 per week to the bottom for the second year.

Similarly, the grid for new part-time employees is to be determined by adding 50¢ per hour to the top and 25¢ per hour to the bottom of the progression rates of the former agreement for the first year and a further 50¢ per hour to the top and 25¢ per hour to the bottom for the second year.

Weekly Rates Existing Employees

Production Clerk 1 0-27 months	\$187.12-\$263.62 (\$156.00-\$232.50)	\$207.12-\$283.62
Meat Cutter 0-30 months	\$194.62-\$287.62 (\$163.50-\$256.50)	\$214.62-\$307.62

Cost of Living Allowance:

If the Consumer Price Index for May 1977 exceeds the CPI for May 1976 by more than 6%, the employer will pay an adjustment in July 1977 on the basis of 1¢ for each .5 point increase beyond the 6%, to a maximum of 12¢. (Previous provision specified that employees would receive an adjustment equivalent to \$42 per quarter commencing Sept. 1975 and continuing for the remainder of the contract if the CPI ran 5% above the CPI for June 1974. The 8¢ per hour that was generated is to be folded into the wage structure with the new agreement for both full-time and part-time employees.)

Hours of Work:

Effective Oct. 4, 1976, 38 (39) hours per week.

Saturday Evening Premium:

\$1.25 per hour for full-time and part-time employees working between 6:30 p.m. and 11:00 p.m. Saturday. (Previously, the premium rate was \$1 per hour and applied only to full-time employees.)

Paid Vacations:

Effective June 22, 1976, 2 weeks after 1 year of service, 3 weeks after 5 years, 4 weeks after 10 years and 5 weeks after 20 years (unchanged). Effective June 22, 1977, 5 weeks after 18 years and 6 weeks (new) after 25 years.

Pension Plan:

Supplementary Pension Guarantee Plan - For calculations, annual earnings to be determined by the employee's rate as of Jan. 1, 1975. Benefits to be equal to 1.25% of annual earnings as of Jan. 1, 1975 and 1.75% of actual annual earnings in excess of that determined for Jan. 1, 1975 times years of credited service (Previously, benefits were calculated at 1% of 1971 annual earnings level times years of service prior to the introduction of the pension plan and at 1.25% and 1.75% for years of service subsequent to the plan's inauguration.)

Mileage Allowance:

18¢ (16¢) per mile.

Meal Allowance: \$2.50 (\$2.25).

Living Allowance: \$100 (\$75) for a period of one week for employees transferred to a store out of town.

Bereavement Leave: Definition of "immediate family" extended to include son-in-law and daughter-in-law for up to 3 days' paid leave.

INSURANCE AND REAL ESTATE

Ontario Housing Corporation at Toronto - Local 767, Canadian Union of Public Employees (CLC) (maintenance employees): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 650 employees, settled through arbitration. Duration of negotiations - 13 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>July 1/76</u>
	General Increases	45¢ (except Chief Operating Engineer - 48¢)	40¢
	Labourer	\$6.01 (\$5.56)	\$6.41
	Shift Engr. 3rd Cl.	\$7.14 (\$6.69)	\$7.54

Supervisory Premium: Employees designated as "seniors" by the Corporation will be entitled to a premium of 40¢ (35¢) per hour over their own rate or over the rate of the highest classification that is supervised, whichever is greater.

Off-shift Premium: 25¢ (22¢) for all time worked on an off-shift provided that the majority of hours worked on such shift, exclusive of overtime, fall within the period of 6 p.m. and 8 a.m. of the following day.

Sunday Premium: 60¢ (25¢) per hour in addition to any applicable shift bonus for employees regularly scheduled to work on Sundays.

On-site Premium for Caretaker: 27¢ (24¢) per hour for the period from 4:30 p.m. to midnight (1 a.m.).

Probationary Period: Reduced to 3 (4) months for a permanent employee.

Paid Vacations: 3 weeks after 1 year (2 years) of service, and 4 weeks after 10 (15) years.

Health and Welfare: Life Insurance - Employer pays 90% (75%) of the premiums for coverage equivalent to twice an employee's annual salary.

Extended Health Benefit Plan - Employer pays 100% (90%) of the premiums.

EDUCATION AND RELATED SERVICES

Halton Roman Catholic Separate School Board - Halton Unit, Ontario English Catholic Teachers' Association and L'Association des enseignants franco-ontariens (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 378 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	6.9%-12.8%*
	Teacher - Pre-Level (0-5 years)	\$7,599-\$11,099 (\$6,739-\$10,239)
	Teacher - Level 1 (0-5 years)	\$8,299-\$11,799 (\$7,439-\$10,939)
	Teacher - Level 7 (0-12 years)	\$14,237-\$24,437 (\$12,639-\$22,839)

*Note: Increases are subject to approval by the Anti-Inflation Board.

Welfare:	<u>Life Insurance, A. D. & D., OHIP and Extended Health Care Plan</u> - Employer pays 85% (75%) of cost of premiums.
Post-Graduate Degree Allowance:	\$800 (new) per year for Principals with post-graduate degree
Travel Allowance:	20¢ (18¢) per mile.

Hamilton Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1976 to Aug. 31, 1977, covering 1,370 employees, settled at the bargaining stage. Duration of negotiations - 9 months

Wages:	Effective	<u>Sept. 1/76</u>
	<u>Annual Rates</u>	
	Level 1 0-6 years	\$8,248-\$12,393 (\$7,364-\$11,065)
	Level 4 0-11 years	\$11,806-\$19,686 (\$10,541-\$17,577)
	Level 7 0-11 years	\$14,151-\$25,207 (\$12,634-\$22,506)

Sept. 1/76

Principal

Up to 12 teachers \$26,400-\$27,800
(\$23,600-\$25,000)

19 or more teachers \$30,100-\$30,800
(\$27,300-\$28,000)

Vice Principal \$24,300-\$25,700
(\$21,500-\$22,900)

Class Size: The average class size for the school year 1976-77 is not to exceed 28 (30) students.

Sabbatical Leave: A teacher must have a minimum of 10 years' experience, at least 7 of them with the Board. The Board pays 75% of the teacher's salary and fringe benefits are continued.

Health and Welfare: Sick Leave - For teachers paid on a 10 month basis, beginning in 1975, 20 days per year cumulative to a maximum of 200 days.

Paternal Leave: 1 day's paid leave for birth or adoption.

Hastings County Board of Education - Ontario Secondary School Teachers'

Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 520 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/76</u>	<u>Jan. 1/77</u>
	<u>Annual Rates</u>		
	Teacher Category 1 0-11 years	\$11,300-\$19,100 (\$10,200-\$17,500)	\$11,500-\$19,400
	Teacher Category 4 0-13 years	\$13,600-\$24,200 (\$12,400-\$22,400)	\$14,000-\$24,700
	Principals	\$31,400-\$33,800 (\$29,500-\$31,900)	\$31,600-\$34,000
	Vice Principals	\$26,900-\$29,400 (\$25,000-\$27,500)	\$27,100-\$29,600

Cost of Living Allowance: Percentage increase in wages equal to the percentage increase in the Consumer Price Index (1971=100) exceeding 8% between May 1976 and May 1977. C.O.L.A. is not folded into salary grid.

Health and Welfare: Extended Health Care - Employer pays 50% (25%) of premium.

Huron County Board of Education - District #45, Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 265 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	\$0-\$2,660*
	Teacher-Category I (0-10 years)	\$10,400-\$18,400 (\$10,400-\$17,100)
	Teacher-Category IV (0-10 years)	\$12,400-\$23,800 (\$12,400-\$21,900)
	Principal-Type A Qualifications	\$30,940-\$33,320 (\$28,470-\$30,660)

* Note: Increases are subject to approval by the Anti-Inflation Board. 8% is payable immediately.

Cost-of-Living Allowance: To be paid in April 1977 and August 1977. April COLA payment is one-third of teacher's annual salary times percentage increase (accurate to the nearest tenth of one per cent) in C.P.I. (all Items, Canada) from November 1976 through March 1977. August COLA payment is one-third of teacher's annual salary times percentage increase in C.P.I. from November 1976 through July 1977 (unchanged). Total payment for 1976-77 teaching year will not be less than 1.7% of teacher's annual salary (new).

Welfare: Life Insurance - Employer pays 100% (75%) of cost of premiums for plan with coverage of \$25,000 (\$20,000).

Drug Plan - Employer pays 100% (85%) of cost of premiums for prescription drug plan with 35¢ deductible.

Education Allowances: \$800 (\$500) with Master's degree.
\$1,000 (\$700) with Doctoral degree.

Responsibility Allowance: \$2,600 (new) per year for Subject Co-ordinator.
\$2,400 (\$2,200) per year for Director.
\$2,200 (\$1,950) per year for Department Head.
\$1,200 (\$1,100) per year for Assistant Director.
\$1,200 (\$1,000) per year for Subject Chairman.
\$1,100 (\$975) per year for Assistant Department Head.

Transfer Allowance: Employee receives actual cost of transfer to a maximum of \$1,200 provided transfer is at the Board's request and without promotion. (Previously 5% of gross salary to a maximum of \$1,000.)

Kent County Board of Education - Federation of Women Teachers' Associations
of Ontario and Ontario Public School Men Teachers' Federation
(OTF): A 12-month renewal agreement effective from
Sept. 1, 1976 to Aug. 31, 1977, covering 540 employees,
settled at the bargaining stage. Duration of negotiations
- 5 months.

Vages:	<u>Effective</u>	<u>Sept. 1/76</u>
	Teacher Category 1	\$8,900-\$12,525
	0-5 years	(\$8,000-\$11,125)
	Teacher Category 4	\$11,300-\$19,300
	0-10 years	(\$10,400-\$17,900)
	Teacher Category 7	\$13,600-\$24,400
	0-12 years	(\$12,400-\$22,300)

Principal

"A" Schools	\$27,200-\$29,975
0-3 years	(\$25,100-\$27,650)
"B" Schools	\$26,200-\$28,975
0-3 years	(\$24,100-\$26,650)
"C" Schools	\$25,200-\$27,975
0-3 years	(\$23,100-\$25,650)

Holdback: The wage increases reflected above represent the full amounts as ratified for this agreement. However, pending review by the Anti-Inflation Board, the actual increases implemented will be limited to an average of 8% over the previous year's grid.

Kent County Roman Catholic Separate School Board - Ontario English Catholic
Teachers' Association (OTF): A - 12 month renewal agreement
effective from Sept. 1, 1976 to Aug. 31, 1977, covering
350 employees, settled at the bargaining stage. Duration of
negotiations - 7 months.

Vages:	<u>Effective</u>	<u>Sept. 1/76</u>
	General	7.5%-10.7%
	Increase	
	Teacher - Category D	\$8,600-\$12,300
	(0-6 years)	(\$8,000-\$11,400)
	Teacher - Category A4	\$13,000-\$22,900
	(0-13 years)	(\$12,000-\$21,200)

*Note: Increases are subject to approval by the Anti-Inflation Board.

Sick Leave:	Credits accumulate to 240 (200) days for sick leave purposes and to 200 days (unchanged) for retirement gratuity purposes.	
Welfare:	<u>Life Insurance</u> - \$15,000 (\$10,000) coverage.	
Specialty Allowances:	Special Education Teacher -	\$600 (\$500) per year with an Elementary Special Education Certificate.
	-	\$900 (\$750) per year with an Elementary plus an Intermedi Special Education Certificat
	Head Teacher	- \$225 (\$200) per classroom
Travel Allowance:	19¢ (17¢) per mile for itinerant teachers. Co-ordinators receive travelling allowance of \$950 (\$850) per year.	

Leeds and Grenville County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 545 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/76</u>
	Average Increase	11%
	<u>Annual Rates</u>	
	Teacher - Level 1 0-5 years	\$9,192-\$12,642 (\$8,432-\$11,598)
	Teacher - Level 4 0-10 (11) years	\$11,154-\$19,483 (\$10,076-\$17,600)
	Teacher - Level 7 0-12 (14) years	\$13,799-\$24,813 (\$12,465-\$22,415)
	<u>Principal</u>	
	Fewer than 4 teaching units	Placement on schedule by qualifications and experience as a teacher plus an allowance of \$1,240 (\$1,120)
	<u>"A" Schools</u>	
	Level 3	\$18,573-\$21,233 (\$17,039-\$19,479)
	Level 4	\$23,400-\$26,400 (\$21,000-\$24,000)

		<u>Sept. 1/76</u>
	"B" Schools	\$23,400-\$27,400 (\$21,000-\$25,000)
	"C" Schools	\$23,700-\$29,400 (\$21,300-\$27,000)
Additional Allowances:	Vice-principal	\$2,852 (\$2,576 with degree; \$2,016 without degree)
	Coordinators	\$3,000 (\$2,240-\$5,152)
	Consultants	\$1,984 (\$1,792)
	Designated Teacher	\$620 (\$560)
Health and Welfare:	<u>Term Insurance</u> (new) - Coverage in an amount equal to the member's annual salary to the nearest \$1,000 with the Board paying 100% of the premium.	
	<u>Dental Plan</u> (new) - Board pays 75% of the Premium.	

Leeds and Grenville County Board of Education - District #37, Ontario Secondary School Teachers' Federation (OTF): A 20 - month renewal agreement effective from Jan. 1, 1976 to Aug. 31, 1977, covering 355 employees, settled by binding arbitration. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Sept. 1/76</u>
	COLA	5.5%	
	Fold-in		
	General Increases	8.5%*	9%
	Teacher - Group I (0-11 years)	\$10,744-\$18,646 (\$9,386-\$16,289)	\$11,711-\$20,324
	Teacher - Group IV (0-13 (14) years; effective in Sept. 1976 - 0-12 years)	\$13,253-\$23,702 (\$11,578-\$20,706)	\$14,446-\$25,835

*Note: Increases are subject to approval by the Anti-Inflation Board.

Cost-of-Living Provision: Discontinued.

Welfare: Long Term Disability Plan - Employee pays total cost of premiums. (Previously the Board paid 33 1/3% of cost of premiums, to a maximum of \$12,000 per year.)

Dental Plan - Employer pays 75% (new) of cost of premiums for Blue Cross #7 Dental Plan with Riders 1 and 2.

Allowances: All responsibility and related trade and experience allowances are increased by 8.5% effective Jan. 1, 1976, and by 9% effective Sept. 1, 1976.

Middlesex County Board of Education - District 41, Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 265 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	\$560-\$1,535
	Teacher Category 1 (0-10 years)	\$11,350-\$19,450 (\$10,790-\$18,490)
	Teacher Category 4 (0-12 years)	\$13,600-\$24,275 (\$12,790-\$22,740)
	Principal	\$30,300-\$33,600 (\$28,990-\$32,290)

Previous rates include two lump sum cost-of-living adjustments made Sept. 30, 1975 and Jan. 31, 1976 and totalling \$290.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Welfare: Dental Plan - Employer pays 75% of cost of premiums to a maximum of \$18,000 (\$17,000).

Nipissing Board of Education - Ontario Secondary School Teachers' Federation a Association des enseignants franco-ontariens (OTF): A 12-month renewal agreement effective from September 1, 1976 to August 1977 covering 445 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/76</u>
	Teacher	\$12,080-\$20,150
	Category A1-1	(\$11,280-\$18,820)
	0-11 years	
	Teacher	\$14,500-\$25,700
	Category A4-4	(\$13,540-\$24,010)
	0-11 years	
	Principal	\$34,850-\$37,250
		(\$32,894-\$34,994)
	Vice Principal	\$30,850-\$32,450
		(\$28,332-\$30,432)

Cost-of-Living Allowance: If the Consumer Price Index (1971=100) rises by more than 8% between April 1976 and April 1977, 1% of annual salary, per 1% increase above the 8% increase, to be payable June 1977. (Previously 1% of annual salary per 1% increase in Consumer Price Index.)

Responsibility Allowances:	Directors (Commercial & Technical)	\$2,600 (\$2,500)
	Major Department Head	\$2,450 (\$2,350)
	Minor Department Head	\$1,400 (\$1,350)
	Assistant Department Head	\$1,300 (\$1,250)
	Subject Chairman	\$1,150 (\$1,100)

Bereavement Leave: Grandparents-in-law included in 3 days' paid leave in immediate area and 5 days' paid leave if travel is necessary.

Ottawa Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation, and L'Association des enseignants franco-ontariens (OTF):
A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 1,215 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	10.4%
	Principals and Vice-Principals	\$2,400 per annum
	<u>Annual Rates</u>	
	Teacher - Level D	\$9,419-\$12,993
	0-6 years	(\$8,532-\$11,769)
	Teacher - Level A1	\$12,775-\$20,994
	0-10 years	(\$11,572-\$19,016)

Sept. 1/76

Teacher - Level A4	\$14,910-\$25,757
0-10 years	(\$13,505-\$23,331)
Vice-Principal	\$23,630-\$27,430
0-5 years	(\$21,230-\$25,030)
Principal	\$26,930-\$32,430
0-7 years	(\$24,530-\$30,030)

Guaranteed Preparation Time (new): 150-200 minutes per week depending on teaching load and assignment for the purpose of planning, preparation, co-ordination, and evaluation.

Termination Pay in Case of Layoff (new): Notice of layoff to those on regular contract will be given on the following terms:

Notice given prior to the beginning of Winter Break for layoff as of June 30th	- No termination pay
Notice given after commencement of Winter Break, but no later than May 31st for June 30th layoff	- Two months termination pay
Notice given on June 1st or later but prior to August 31st for August 31st layoff	- Four months termination pay

Oxford County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 520 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages: Effective Sept. 1/76

Annual Rates

Teacher (Level 2)	\$9,485-\$14,335
0-9 years	(\$9,100-\$13,093)
Teacher (Level 4)	\$11,135-\$18,735
0-11 years	(\$10,500-\$17,317)
Teacher (Level 7)	\$13,235-\$24,235
0-12 years	(\$12,500-\$22,337)
Principals (D)	\$14,850-\$17,650
	(\$13,400-\$16,200)
Principals (A)	\$21,000-\$24,400
	(\$19,000-\$22,400)

There were no other changes.

Wages:	Effective	<u>Sept. 1/76</u>
	Teacher	\$12,080-\$20,150
	Category A1-1	(\$11,280-\$18,820)
	0-11 years	
	Teacher	\$14,500-\$25,700
	Category A4-4	(\$13,540-\$24,010)
	0-11 years	
	Principal	\$34,850-\$37,250
		(\$32,894-\$34,994)
	Vice Principal	\$30,850-\$32,450
		(\$28,332-\$30,432)
Cost-of-Living Allowance:	If the Consumer Price Index (1971=100) rises by more than 8% between April 1976 and April 1977, 1% of annual salary, per 1% increase above the 8% increase, to be payable June 1977. (Previously 1% of annual salary per 1% increase in Consumer Price Index.)	
Responsibility Allowances:	Directors (Commercial & Technical)	\$2,600 (\$2,500)
	Major Department Head	\$2,450 (\$2,350)
	Minor Department Head	\$1,400 (\$1,350)
	Assistant Department Head	\$1,300 (\$1,250)
	Subject Chairman	\$1,150 (\$1,100)
Bereavement Leave:	Grandparents-in-law included in 3 days' paid leave in immediate area and 5 days' paid leave if travel is necessary.	

Ottawa Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation, and L'Association des enseignants franco-ontariens (OTF):
 A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 1,215 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	10.4%
	Principals and Vice-Principals	\$2,400 per annum
	<u>Annual Rates</u>	
	Teacher - Level D	\$9,419-\$12,993
	0-6 years	(\$8,532-\$11,769)
	Teacher - Level A1	\$12,775-\$20,994
	0-10 years	(\$11,572-\$19,016)

Sept. 1/76

Teacher - Level A4 0-10 years	\$14,910-\$25,757 (\$13,505-\$23,331)
Vice-Principal 0-5 years	\$23,630-\$27,430 (\$21,230-\$25,030)
Principal 0-7 years	\$26,930-\$32,430 (\$24,530-\$30,030)

Guaranteed Preparation Time (new): 150-200 minutes per week depending on teaching load and assignment for the purpose of planning, preparation, co-ordination, and evaluation.

Termination Pay in Case of Layoff (new): Notice of layoff to those on regular contract will be given on the following terms:

Notice given prior to the beginning of Winter Break for layoff as of June 30th	- No termination pay
Notice given after commencement of Winter Break, but no later than May 31st for June 30th layoff	- Two months termination pay
Notice given on June 1st or later but prior to August 31st for August 31st layoff	- Four months termination pay

Oxford County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 520 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages: Effective Sept. 1/76

Annual Rates

Teacher (Level 2) 0-9 years	\$9,485-\$14,335 (\$9,100-\$13,093)
Teacher (Level 4) 0-11 years	\$11,135-\$18,735 (\$10,500-\$17,317)
Teacher (Level 7) 0-12 years	\$13,235-\$24,235 (\$12,500-\$22,337)
Principals (D)	\$14,850-\$17,650 (\$13,400-\$16,200)
Principals (A)	\$21,000-\$24,400 (\$19,000-\$22,400)

There were no other changes.

Extra Degree Allowance: \$600 (\$500) for one recognized Master's or Doctorate Degree if the degree is not used to obtain a higher certification rating.

Sudbury Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF):

A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 645 employees, settled at the mediation stage. Duration of negotiations - 9 months.

The agreement has been approved by the Anti-Inflation Board.

Wages: Effective Sept. 1/76

Annual Rates

Teacher Category 1 \$8,800-\$13,300
0-6 years (\$7,755-\$12,075)

Teacher Category 4 \$11,500-\$19,400
0-10 years (\$10,160-\$17,860)

Teacher Category 7 \$13,802-\$24,890
0-12 years (\$12,182-\$22,490)

Principals:

Category A \$26,800-\$28,900
(\$24,350-\$26,750)

Category B \$25,900-\$28,700
(\$23,450-\$25,850)

Category C \$24,450-\$26,550
(\$22,200-\$24,600)

Allowances: Vice Principals - \$1,741-\$2,241 (\$1,700-\$2,200)

Coordinator - \$3,302 (\$3,202)

Consultant - \$2,322 (\$2,222)

Sudbury Board of Education - Ontario Secondary School Teachers' Federation and L'Association des enseignants franco-ontariens (OTF):

A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 895 employees, settled with mediation assistance. Duration of negotiations - 9 months.

The agreement has been approved by the Anti-Inflation Board.

Wages:	Effective	<u>Sept. 1/76</u>
	<u>Annual Rates</u>	
	Teacher Group 1 (0-10 years)	\$11,500-\$19,400 (\$10,309-\$17,849)
	Teacher Group 4 (0-12 years)	\$13,804-\$25,000 (\$12,496-\$22,756)
	Principals:	
	"AA" (more than 600 students)	\$31,700-\$33,800 (\$29,753-\$31,753)
	"A" (less than 600 students)	\$30,000-\$32,100 (\$28,037-\$29,967)
	Vice Principals:	\$27,800-\$29,900 (\$26,699-\$28,799)
Allowances:	<u>Coordinator</u> -	\$3,400 (\$3,300)

Waterloo County Board of Education - Custodial and Maintenance Association
(Ind.): A 12 - month renewal agreement effective from
Sept. 1, 1976 to Aug. 31, 1977, covering 360 employees,
settled at the bargaining stage. Duration of negotiations -
2½ months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	7.3%-8.8%
	Custodian II	\$7,508-\$8,898 (\$6,900-\$8,290)
	Custodian I	\$9,815-\$11,865 (\$9,145-\$11,005)
	Certified Tradesman	\$12,125-\$13,875 (\$11,265-\$13,015)

Previous rates include two lump sum cost-of-living fold-
ins made in March 1976 and September 1976 and totalling \$170.

Probationary period is 4 months. Maximum rates for
Custodian I and II reached after one 4 - month, one 8 -
month, and three 6 - month increases. Custodian I receives
increments of \$410 and Custodian II, increments of \$278.
Maximum rates for Certified Tradesman reached after one
4 - month and one 8 - month increase.

Cost-of-Living Discontinued.
Provision:

Waterloo County Board of Education - Federation of Women Teachers' Associations
of Ontario and Ontario Public School Men Teachers' Federation
(OTF): A 12-month renewal agreement effective from Sept.
1, 1976 to Aug. 31, 1977, covering 1,600 employees, settled
at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/76</u>
	COLA Fold-in	6.2%
	Teacher Category D 0-6 years	\$8,921-\$12,213 (\$8,400-\$11,500)
	Teacher Category A1 0-10 years	\$11,186-\$19,647 (\$10,533-\$18,500)
	Teacher Category A4 0-10 years	\$13,827-\$24,851 (\$13,020-\$23,400)
	<u>Principal</u>	
	"A" Schools 0-6 years	\$24,320-\$30,692 (\$22,900-\$28,900)
	"B" Schools 0-5 years	\$23,576-\$28,886 (\$22,200-\$27,200)
	"C" Schools 0-5 years	\$22,913-\$27,161 (\$21,575-\$25,575)
	Vice-Principal 0-5 years	\$22,913-\$27,161 (\$21,575-\$25,575)
	Co-ordinators 0-4 years	\$27,436-\$30,692 (\$25,834-\$28,900)

Cost of Living
Allowance:

In accordance with the provision under the former agreement, which provided for periodic cost of living payments and stipulated that at the conclusion of that agreement a full cost of living adjustment equal to the percentage increase in the Consumer Price Index for the period Aug. 31, 1975 to Aug. 31, 1976 would be added to the then existing wage grid, a salary increase of 6.2% has been implemented. The resulting grid, as reflected above, constitutes the new salary levels for this agreement.

Beyond the above adjustment, the new agreement provides for additional cost of living allowance payments. Calculations, and payment if warranted, will be made March, 1977 based on the monthly increases or decreases in the Consumer Price Index for each of the preceding 6 months as measured against the C.P.I. for Aug. 1976. The net change divided by 6 and multiplied by the employee's total salary received during the same 6-month interval will determine the adjustment payable. Similar calculations, and payment if warranted, will be made Sept. 1977 for the

second 6-month interval.

On Aug. 31, 1977, the salary grid for the school year following the period of this contract will be increased by a full cost of living adjustment calculated as the rate of increase in the C.P.I. from Aug 31, 1976 to Aug. 31, 1977 times the annual salary schedule and allowances as set out in this agreement.

Responsibility Allowance: Consultants - Provisions of the previous contract designed to establish single allowance rates remain essentially unchanged with the maximum allowance still set at \$4,160 for Senior Consultant and \$3,160 for Consultant. Cost of living adjustments were made to the lower and middle scales.

Degree	*B.Ed.	\$122 (\$115)
Allowances:	M.Ed. or Paed.	\$611 (\$575)
	M.A., M.Sc., M.Math, M.B.A., M.L.S.	\$743 (\$700)

Only the highest degree is to be recognized. If a post graduate degree is used for category qualification, then the above allowance will be reduced by 50%.

*Not including the B.Ed. degree awarded as part of professional training leading to a teaching certificate.

Health and Welfare: Dental Plan (new) - Effective Nov. 1, 1976, the employer will pay 66 2/3% of the premiums for a basic dental plan. The funding of this plan is to be offset by the deletion of the "Special Allowances" provision in the previous agreement.

Waterloo County Board of Education - Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 975 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/76</u>
	COLA Fold-in	6.2%
	<u>Annual Rates</u>	
	Teacher Category 1	\$11,186-\$19,647
	0-10 years	(\$10,533-\$18,500)
	Teacher Category 4	\$13,827-\$24,851
	0-10 years	(\$13,020-\$23,400)
	Principal	\$32,209-\$35,524
	0-4 years	(\$30,329-\$33,450)
	Vice-Principal	\$27,436-\$30,692
	0-4 years	(\$25,834-\$28,900)
	Co-ordinator	\$27,436-\$30,692
	0-4 years	(\$25,834-\$28,900)

Cost of Living Allowance: Same as reported above for the Elementary Teachers' agreement.

Responsibility Allowances: Department Heads

Assistant \$1,189 (\$1,120)

Minor \$1,189 (\$1,120)

Major \$2,363 (\$2,225)

Director \$2,363 (\$2,225)

Consultants - Provisions of the previous contract designed to establish single allowance rates remain essentially unchanged with the maximum allowance still set at \$4,160 for Senior Consultant and \$3,160 for Consultant. Cost of living adjustments were made to the lower and middle scale.

Degree Allowances:	M.Ed. or B. Paed.	\$611 (\$575)
	M.A., M.Sc., M.Math or M.B.A.	\$743 (\$700)
	Ph.D., or Ed.D.	\$982 (\$925)

Only the highest degree is to be recognized. If a post graduate degree is used for category qualification, then the above allowance will be reduced by 50%.

Waterloo County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and L'Association des enseignants franco-ontariens (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 800 employees, settled at the mediation stage. Duration of negotiations - 9 months.

Holdback: Implementation of the increases reflected below awaits Anti-Inflation Board approval.

Wages:	Effective	<u>Sept. 1/76</u>
	COLA Fold-in	\$250 per year
	Increases	vary

Annual Rates

Teacher, Level 4 0-12 years	\$11,147-\$19,817 (\$10,700-\$17,555)
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Teacher, Level 7 0-12 years	\$13,370-\$23,715 (\$12,795-\$21,117)
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Supervisory and
Responsibility
Allowances:

Senior School Principals (Grades 7-10) are paid basic scale maximum of own level plus 23% to next nearest \$100, with \$500 annual increments for next 5 years (unchanged).

Senior School Vice Principals - \$3,500 (\$2,500) on appointment to a maximum of \$5,300 (\$4,200) with annual increments of \$200 above basic scale until a person reaches top of basic scale, then \$500 increment to maximum.

Consultants - \$1,900 (\$1,800) on appointment with \$200 increments for 3 years to a maximum of \$2,500 (\$2,400).

Health and
Welfare:

Employer Contribution - Employer pays 80% of OHIP premiums (previously \$19.90 per month family, \$9.90 single), 90% for Extended Health Care Coverage and Group Life and A.D. & D. Insurance (unchanged).

Life Insurance - Employees have the option of receiving coverage of \$7,500 or $1\frac{1}{2}$ times salary to a maximum of \$45,000 (previously $1\frac{1}{2}$ times salary for married employees and \$7,500 for single).

Dental Plan - Board will contribute \$5.50 per month for single coverage and \$11.50 for dependent coverage (previously Board paid 50% of premium).

Welland County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and L'Association des enseignants franco-ontariens (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 580 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:

Effective Sept. 1/76

Annual Rates

Level 1	\$8,370-\$11,864
0-6 years	(\$7,609-\$10,785)
Level 4	\$11,062-\$19,357
0-12 years	(\$10,056-\$17,597)
Level 7	\$13,536-\$23,943
0-13 years	(\$12,305-\$21,766)

Health and
Welfare:

Sick Leave - 2 days per month cumulative to maximum of 260 (240) days.

Carleton University at Ottawa - Carleton University Academic Staff Association (Ind.) (University professors, librarians and instructors):
A 10-month wage agreement as a result of a reopener clause in the existing agreement, effective from Sept. 1, 1976 to June 30, 1977, covering 650 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

The agreement provides for an increase in the nominal salary of all employees in the bargaining unit (employed on June 30 and July 1, 1976) by an average for the group of 9.7% over the June 30 salary. This increase includes career development increments.

Wages:	Effective	<u>Sept. 1/76</u>
	<u>Annual Rates</u> (guaranteed salary floors)	
	Instructor Grade 1	\$11,450 (\$10,500)
	Instructor Grade 3	\$15,600 (\$14,500)
	Lecturer	\$11,960 (\$11,000)
	Librarian Grade 1	\$12,500 (\$12,000)
	Librarian Grade 4	\$19,820 (\$18,500)
	Assistant Professor	\$15,200 (\$14,500)
	Associate Professor	\$19,250 (\$18,415)
	Professor	\$24,930 (\$23,780)

Health and Welfare: Employer Contribution - Employer pays 100% (50%) of premium for Group Life Insurance, Major Medical, Long Term Disability and Dental Plan.

York University at Toronto - York University Staff Association (Ind.): A 12-month first agreement effective from Sept. 2, 1976 to Aug. 31, 1977, with wage increases retroactive to July 1, 1976, covering 1,000 employees, settled with mediation assistance. Duration of negotiations - 8 months.

Wages:	Effective	<u>July 1/76</u>
	General Increase	10% or \$950/yr.
	Grade 1	\$7,350-\$7,550
	Grade 8	\$13,493-\$14,039

Hours of Work: 35 (36 $\frac{1}{4}$) hours per week.

Health and Welfare: Life Insurance and Long Term Disability - Employer pays 50% of premium. (Previously employer paid 100% of premium for life insurance and slightly less than 50% for LTD premium.)

OHIP - Employer pays 75% (39.24%) of premium.

Extended Health Care - Employer pays 100% (39.24%) of premium.

Bereavement Leave: 3 days paid for attendance at funeral in Toronto area and an additional 2 days unpaid for attendance outside Toronto area.

Adoption and Paternity Leave: 3 days' paid leave.

HEALTH AND WELFARE SERVICES

Metropolitan General Hospital at Windsor - Local 210, Service Employees International Union (AFL-CIO/CLC): A 22 - month renewal agreement effective from June 1, 1976 to Mar. 31, 1978, covering 200 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 5½ months.

Wages:	Effective	June 1/76	Jan. 1/77	Sept. 1/77
General Increase		\$40 per month*	\$50 per month	\$50 per month
Additional Adjustments		\$5 for Orderly, Attendant and Store-man		
Housekeeping Maid		\$710-\$755 (\$670-\$715)	\$760-\$805	\$810-\$855
Orderly		\$852-\$918 (\$807-\$873)	\$902-\$968	\$952-\$1,018
Attendant		\$883-\$925 (\$838-\$880)	\$933-\$975	\$983-\$1,025

Probationary period is 60 working days. Maximum rates reached after two 6 - month increases.

* Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premiums: 0 - \$1.40 - \$1.40 (0 - \$1.10 - \$1.15). Effective Apr. 1, 1977, 0 - \$1.55 - \$1.55.

Salvation Army Grace Hospital at Windsor - Local 210, Service Employees International Union (AFL-CIO/CLC): A 22 - month renewal agreement effective from June 1, 1976 to Mar. 31, 1978, covering 341 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	June 7/76	Jan. 3/77	Sept. 12/77
	General Increases	\$42 per month*	\$50 per month	\$50 per month
	Additional Adjustments	\$5 for Orderly, \$28 for RNA, \$8 for Maintenance Man and Maintenance Helper	\$23 for RNA, \$7 for Maintenance Man and Maintenance Helper	
	Housekeeping Maid	\$712-\$757 (\$670-\$715)	\$762-\$807	\$812-\$857
	Registered Nursing Assistant	\$863-\$897 (\$793-\$827)	\$936-\$970	\$986-\$1,020
	Maintenance Man (Painter, Carpenter)	\$921-\$985 (\$871-\$935)	\$978-\$1,042	\$1,028-\$1,092

Probationary period is 60 working days. Maximum rates reached after two 6 - month increases.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premiums: Effective Sept. 8, 1976, 0 - \$1.40 - \$1.40 (0 - \$1.15 - \$1.15). Effective Apr. 1, 1977, 0 - \$1.55 - \$1.55.

Victoria Hospital at London and 13 other area hospitals - Local 220, Service Employees' International Union (AFL-CIO/CLC): Fourteen 27-month renewal agreements effective from Jan. 1, 1976 to Mar. 31, 1978, covering a total of 2,800 employees, settled at the mediation stage. Duration of negotiations - 27 months.

New Bargaining Structure: This is the first occasion that these 14 hospitals have engaged in joint bargaining as a group. Where the previous provisions in any individual agreement provided for greater entitlement than in the new agreement, the greater entitlement will be continued.

Participating Hospitals

Alexandra Hospital, Ingersoll
 Centre-Grey General Hospital, Markdale
 Freeport Hospital, Kitchener
 Listowel General Hospital, Listowel
 Meaford General Hospital, Meaford
 Norfolk General Hospital, Simcoe
 Parkwood Hospital, London
 St. Mary's General Hospital, Kitchener
 St. Thomas-Elgin Hospital, St. Thomas
 Sarnia General Hospital, Sarnia
 Tillsonburg & District Hospital, Tillsonburg
 University Hospital, London
 Victoria Hospital, London
 Woodstock General Hospital, Woodstock

In accordance with the Memorandum of Understanding covering the central issues, no hospital will sign any collective agreement nor implement any terms or conditions agreed to until all local issues with all participating hospitals have been resolved. A number of local issues remain to be negotiated and until these are settled provisions of the new agreement will not be implemented.

Pending approval by the Anti-Inflation Board, a pro-rated lump sum payment of \$250 will be paid each employee as an advance on the employee's retroactivity. In addition, an interim hourly increase of 20¢ will be implemented where applicable. Any portion of the new agreement withheld in response to A.I.B. rulings is to remain part of the agreement and will be later enacted if anti-inflation legislation should be modified to permit implementation.

Wages:	Effective	<u>Jan. 1/76*</u>	<u>Apr. 1/76</u>	<u>Jan. 1/77</u>	<u>Sept. 1/77</u>
General		20¢	29¢	29¢	29¢
Increases					

University Hospital

Housekeeping	\$4.10-\$4.20	\$4.39-\$4.49	\$4.68-\$4.78	\$4.97-\$5.00
Aide	(\$3.90-\$4.00)			

Effective	<u>Jan. 1/76*</u>	<u>Apr. 1/76</u>	<u>Jan. 1/77</u>	<u>Sept. 1/77</u>
Electrician	\$6.40-\$6.80 (\$5.90-\$6.30)	\$6.52-\$6.92	\$7.02-\$7.42	\$7.14-\$7.50

*Subject to the considerations listed below an adjustment of up to 20¢ per hour will be paid to all employees.

1) In no case will this payment exceed the maximum hourly rate for the classifications as set out below:

Porter - Janitor - Cleaner	\$4.73
Aide - Maid	\$4.21
R.N.A. - Orderly	\$5.02
1st Cook (highest level in each hospital)	\$5.13
Qualified Ambulance Attendant	\$5.48
Journeyman Electrician	\$6.20

2) Except at University Hospital and Victoria Hospital, the present wage differentials between journeyman tradesman and other classifications within the maintenance department are to be maintained.

3) The present wage differentials between qualified ambulance attendants and other ambulance classifications are to be maintained.

Adjustments

Ambulance Attendants - Effective the date of ratification, adjustments, where necessary, will be made to increase the hourly rate to \$5.48. Maximum rates including bonuses and allowances are not to exceed the following schedule:

Apr. 1, 1976.....	\$5.77
Jan. 1, 1977.....	\$6.06
Sept. 1, 1977.....	\$6.35

R.N.A./Orderly - R.N.A. rates that do not equal the maximum orderly rate, will have the differential reduced by half commencing the date of ratification by the Union membership. The second half of the differential is payable commencing Jan. 1, 1977. In no case will the adjustment allow the maximum of the R.N.A. salary scale to exceed \$5.31 per hour in 1976 or \$5.60 per hour for the period Jan. 1977 to Sept. 1977.

Where R.N.A./Orderly rates did not equal \$5.02 per hour as of Mar. 31, 1976, half the differential will be paid commencing the date of ratification by the Union membership. The remaining half is to be paid commencing Jan. 1, 1977.

Certified Trades (University Hospital & Victoria Hospital)
In lieu of the general increases shown above, the following schedule will apply:

Jan. 1, 1976.....	50¢ per hour
Apr. 1, 1976.....	12¢
Jan. 1, 1977.....	50¢
Sept. 1, 1977.....	12¢

Certified Trades (Other designated hospitals) - In lieu of the general increases shown above, and subject to the limitations aforementioned, the following schedule will apply:

Jan. 1, 1976.....	20¢ per hour
Apr. 1, 1976.....	29¢
Upon ratification...	5¢
Jan. 1, 1977.....	33¢
Sept. 1, 1977.....	29¢

Non-certified Trades (designated hospitals) - In lieu of the general increases shown above and subject to the limitations aforementioned, the following schedule will apply:

Jan. 1, 1976.....	20¢ per hour
Apr. 1, 1976.....	29¢
Upon ratification...	5¢
Jan. 1, 1977.....	33¢
Sept. 1, 1977.....	29¢

O.R. Technician - Rates to be 10¢ per hour above the R.N.A. rate and where necessary to be adjusted to that level commencing Jan. 1, 1977.

Other Adjustments - The agreement stipulates additional wage provisions for Pharmacy Assistants (Victoria Hospital), Narcotic Assistants (Victoria Hospital), 1st Cook (highest level in each hospital), and for general wage increases at Alexandra Hospital, Tillsonburg District Memorial Hospital and Parkwood Hospital.

Special Settlement Pay - Employees at any of the 14 participating hospitals who do not receive a retroactive adjustment of more than 10¢ per hour based on increased hourly rate between Jan. 1, 1976 and Mar. 31, 1976 will be granted a \$100 pro-rated lump sum payment.

Shift Premium: Effective the date of ratification 17.5¢ per hour and effective Apr. 1, 1977, 19.5¢ per hour.

Stand-by Pay: Effective the date of ratification 75¢ per hour and effective Apr. 1, 1977, \$1 per hour.

Call-back Pay: Effective the date of ratification a minimum of 3 hours' pay at time and one-half.

Paid Holidays: Commencing in 1976, all agreements to have 11 holidays. Where 11 holidays are not presently designated in the collective agreement, the date of the eleventh holiday is to be determined by local negotiations.

Paid Vacation: Commencing in 1977, 2 weeks after 1 year of service, 3 weeks after 4 years, and 4 weeks after 13 years.

Health and Welfare: OHIP - Effective the first billing date following ratification the employer pays 100% of the billed premium rate for standard ward coverage.

Extended Health Care Plan - Effective the first billing date following ratification, the employer pays 50% of the billed premium for a \$10 (single) and \$20 (family) deductible plan.

Dental Plan - Parkwood Hospital to retain its present plan.

Rest Period: The equivalent of two 15-minute rest periods.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (defence scientific support group):
A 24-month renewal agreement effective from July 29, 1975 to July 26, 1977, covering 410 employees, settled through arbitration.
Duration of negotiations - 12 months.

<u>Wages:</u>	<u>Effective</u>	<u>July 29/75</u>	<u>July 25/76</u>
	<u>Average Increases</u>	10½%	9½%
	DS-1	\$9,738-\$13,780 (\$8,138-\$12,180)	\$11,338-\$15,380
	DS-3	\$15,959-\$20,117 (\$14,079-\$18,237)	\$17,839-\$21,997
	DS-6	\$29,009-\$34,009 (\$27,005-\$32,005)	\$32,003-\$37,003

There were no other monetary changes.

National Research Council of Canada - Professional Institute of the Public Service of Canada (Ind.) (professional and scientific category) (research officers and research council officers):
A 24-month renewal agreement effective from July 1, 1975 to June 26, 1977, covering 850 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 16 months.

<u>Wages:</u>	<u>Effective</u>	<u>July 1/75</u>	<u>June 28/76</u>
	<u>Average Increases</u>	16%	9%
	<u>Annual Rates</u>		
	Research Council Officer 1	\$10,280-\$14,234 (\$ 8,925-\$12,795)*	\$11,472-\$15,882
	Research Council Officer 3	\$21,740-\$26,750 (\$18,685-\$22,795)*	\$24,140-\$29,150

*Previous rates include an interim adjustment of \$500 on Apr. 1, 1974.

Paid Vacation: Effective Oct. 13, 1976, 5 weeks after 26 (30) years of service. Also 3 weeks after 1 year and 4 weeks after 15 years (unchanged).

Principal Research Officer, Senior Research Officer and Research Council Officer 4 continue to receive 4 weeks' vacation after 1 year.

LOCAL ADMINISTRATION

Durham Regional Municipality - Local 1764, Canadian Union of Public Employees (ELC): A 12-month renewal agreement effective from July 1, 1976 to June 30, 1977, covering 305 employees, settled at the conciliation officer stage. Duration of negotiations-4 months.

Wages	Effective	July 1/76
	General Increase	9.5%*
	Clerk 1	\$7,735 - \$8,142 (\$7,064 - \$7,436)
	Senior Planner 2	\$21,043 - \$22,150 (\$19,217 - \$20,228)

Probationary period is 6 continuous calendar months. Maximum rates reached after one 6-month increase.

* Note: Increases are subject to approval by the Anti-Inflation Board.

Standby Pay: \$5.75 (\$5.00) per day.

Overtime Pay: Employee has option of lieu time off at the rate of an hour off per overtime hour worked (new) or pay at appropriate overtime rate (unchanged).

Paid Vacations: 5 weeks after 20 (25) years' service.

Bereavement Leave: Up to 3 (1) days' paid leave for attendance at or for arranging for the funeral of an employee's father-in-law or mother-in-law.

Welfare: Major Medical - Plan improved to include provision of prescription glasses for each wearer in a family, up to a maximum of \$40 per wearer in any two-year period. Employer pays 100% of cost of premiums (unchanged).

Dental Plan - Effective Jan. 1, 1977, employer pays 50% (new) of cost of premiums for a basic dental plan.

Mileage Allowance: Allowance categories are as follows:
 - \$54 (\$50) per month flat rate up to approximately 3,000 miles annually.
 - \$81 (\$75) per month flat rate up to approximately 5,000 miles annually.
 - \$124 (\$115) per month flat rate up to approximately 7,500 miles annually.
 - \$157 (\$145) per month flat rate up to approximately 10,000 miles annually.

Mileage Allowance (cont'd):

- \$200 (\$185) per month flat rate up to approximately 12,500 miles annually.
- \$200 (\$185) per month flat rate plus 11¢ (9¢) per mile for miles driven over 12,500 miles annually.

Occasional mileage allowance - 22¢ (20¢) per mile.

London City Corporation - Local 142, London Fire Fighters' Association (AFL-CIO/CLC): A 24 - month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1977, covering 290 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	Apr. 1/76	Aug. 1/76	Jan. 1/77
	General Increases	3.8%*	7.6%	6%
	Fire Fighter (5th Class- 2nd six months)	\$10,927 (\$10,527)	\$11,760	\$12,465
	Fire Fighter (1st Class)	\$15,610 (\$15,039)	\$16,800	\$17,808
	Division Chief/ Master Mechanic	\$19,513 (\$18,799)	\$21,000	\$22,260

*Note: Increases are subject to approval by the Anti-Inflation Board.

Pension Plan: Employees shall retire at age 60 (65) with full pension.

Mileage Allowance: 20¢ per mile (previously \$35 per month plus 10¢ per mile).

Non-wage Re-opener: Items other than wages are subject to renegotiation in January, 1977.

Metropolitan Board of Commissioners of Police at Toronto - Metropolitan Toronto Police Association (Ind.) (uniformed employees): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 4,600 employees, settled by arbitration. Duration of negotiations - 11 months.

Wages:	Effective	<u>Jan. 1/76</u>
	<u>Annual Rates</u>	
	3rd Class Constable	\$14,929 (\$13,561)
	2nd Class Constable	\$16,348 (\$14,849)
	1st Class Constable	\$17,900 (\$16,260)
	Staff Sergeant	\$21,462 (\$19,496)
Cost of Living Allowance:	A bonus in the form of a lump sum payment calculated on the basis of a 1% increase in salary rates for each 1% increase in the Consumer Price Index above 158.0 (1971 equals 100) between Jan. 1 and Dec. 31, 1976 (new).	
Paid Vacations:	3 weeks after 3 (5) years, 4 weeks after 9 (13) years, 5 weeks after 17 (22) years and 6 weeks (new) after 25 years.	
Health and Welfare:	<u>Dental Plan</u> (new) - Effective Sept. 1, 1976, the Board will pay premiums not to exceed \$5.25 per month for single coverage and \$13.35 per month for family coverage.	
Mileage Allowance:	15¢ (10¢) per mile.	

Mississauga City Corporation - Local 1212, Mississauga City Fire Fighters' Association (AFL-CIO/CLC): A 12 - month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 225 employees, settled at the bargaining stage. Duration of negotiations - 9½ months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	4%-10%
	Fire Fighter (3rd Class)	\$13,150 (\$12,644)
	Fire Fighter (1st Class)	\$17,390 (\$15,805)
	Assistant Deputy Chief	\$23,703 (\$21,947)

Previous rates include a signing bonus of \$200 for Fire Fighters (1st Class), \$100 for classifications above Fire Fighter (1st Class) and the established rate percentage differential of \$200 for classifications below Fire Fighter (1st Class).

Mileage 20¢ per mile. (Previously 20¢ per mile for the first
Allowance: 200 miles per month, 15¢ per mile thereafter.)

Ottawa City and Regional Municipality of Ottawa-Carleton - Local 503,
Canadian Union of Public Employees (CLC) (civic employees):
Two 12-month renewal agreements effective from Jan. 1, 1976 to Dec. 31, 1976, covering 3,090 employees, settled at the bargaining stage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	9.4%
	Labourer	\$5.15-\$5.52 (\$4.71-\$5.05)
	Electrician III	\$7.52 (\$6.87)

Annual Rates

Clerk 1	\$7,537-\$9,574 (\$6,890-\$8,752)
Administration Officer VIII	\$18,385-\$21,933 (\$16,805-\$20,049)

Paid Vacations: 2 weeks after 1 year of service, 3 weeks after 3 years (both unchanged), 4 weeks after 11 (12) years, and 5 weeks after 23 (25) years.

Health and Welfare: Life Insurance - For salaried employees, coverage to be equal to $1\frac{1}{2}x$ (1x) annual earnings to the nearest \$1,000. For wage employees, coverage in the amount of \$16,000 (\$11,000).

Sick Leave - Employees will be allowed, if qualified, to apply for sick leave up to 5 (3) consecutive days without a doctor's certificate provided that the total number of such uncertified days in any calendar year does not exceed 10 (6) days.

Mileage Allowance: 26¢ (22¢) per mile will be reimbursed individuals who are authorized by the employer to use their private vehicle on Municipal business.

Bereavement Leave: Leave of absence with full pay not to exceed 3 working (calendar) days.

Addendum

May 1976 Settlements

WOOD

Canada Veneers Limited at Pembroke - Local 2754, Carpenters (AFL-CIO/CLC): A 12-month renewal agreement effective from Mar. 1, 1976 to Feb. 28, 1977, covering 230 employees, settled at the conciliation officer stage and ratified in May 1976. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Mar. 1/76</u>
	General Increase	30¢*
	General Help	\$3.39 - \$3.44 (\$3.09 - \$3.14)
	Class I Maintenance Mechanic	\$3.97 (\$3.67)

Probationary period is 30 days. Maximum rates for General Help reached after 60 (90) days.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Paid Holidays: Employee receives an additional day's vacation (previously an additional day's pay) for each holiday falling within his annual vacation.

Bereavement Leave: Mother-in-law and father-in-law included in up to 3 days' paid leave (previously 1 day's paid leave).

Injury Pay: An employee injured while at work receives pay for the balance of his shift (previously up to 2 hours' pay).

EDUCATION AND RELATED SERVICES

Scarborough Borough Board of Education - Local 149, Canadian Union of Public Employees (CLC) (part-time employees): A 12 - month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering approximately 270 employees, settled at the bargaining stage and ratified in May 1976. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	12%
	Student	\$3.08-\$3.25 (\$2.75-\$2.90)
	Part-time Cleaner	\$3.25-\$3.64 (\$2.90-\$3.25)
	Part-time Matron	\$3.92-\$4.37 (\$3.50-\$3.90)
Probationary period is 600 working hours. Maximum rates reached after one 12 - month increase.		
Vacation Pay:	10% after 20 (22) years' service and 12% (new) after 30 years' service.	
Uniform Allowance:	\$40 (\$35) per year for "Part-time Matrons".	
This settlement has been approved by the Anti-Inflation Board.		

June 1976 Settlements

PRINTING, PUBLISHING AND ALLIED

Carlton Cards Limited at Toronto - Independent Greeting Card Workers Union of Canada (Ind.): A 24-month renewal agreement effective from July 1, 1976 to June 30, 1978, covering 552 employees, settled at the bargaining stage and ratified in June 1976. Duration of negotiations - 1 month.

Wages:	Effective	<u>July 1/76</u>	<u>July 1/77</u>
	General Increases	11%	New rates to be negotiated
	Labour Grade 1 (includes General Factory Help)	\$3.11 - \$3.21 (\$2.80 - \$2.89)	
	Labour Grade 10 (includes Stock-worker)	\$3.83 - \$4.73 (\$3.45 - \$4.26)	
	Skilled Crafts 4 (includes Maintenance Electrician)	\$5.33 - \$6.88 (\$4.80 - \$6.20)	

Probationary period is 90 days. Maximum rates for Labour Grade 1 reached after one 3 - month and one 6 - month increase, for Labour Grade 10 after one 3 - month increase, one 6 - month increase and thereafter on merit, and for Skilled Crafts 4 after two 6 - month increases and thereafter on merit.

Minimum Wage: Effective the date of any increase in the minimum wage that is greater than the lowest general factory rate being paid at the time, wage rates shall be increased by 3¢ plus the difference between the new minimum wage and lowest general factory rate being paid prior to the minimum wage increase (unchanged).

Wage Protection: Any employee declassified through no fault of his own retains his wage rate for 30 days provided he has been in his affected classification for at least 12 months. The wage rate protection period commences on the effective date of the job classification transfer (new).

Pension Plan: Agreement may be reopened July 1, 1977 for purpose of amending the Pension Plan.

Union Leave: Employer pays President of the Union a maximum of 46 (43) hours' pay in any week; the first 40 hours being at straight time and not more than 6 (3) hours at time and one-half (exclusive of lunch or dinner hours).

Notice of Lay-off: In the event of layoff for one week or more because of reduced employment requirements only, employer gives five days' notice or pay in lieu (new).

Severance Pay: If the employer moves an operation from the Greater Toronto Area, resulting in termination of employment for any employee, the employee receives 4 (3) weeks' pay if he has 5 years' seniority, 8 (6) weeks' pay if he has 10 years' seniority and 10 weeks' pay (new) if he has 20 years' seniority.

PETROLEUM AND COAL PRODUCTS

Texaco Canada Limited (Refining Dept.) at Port Credit - Local 9-593 (Texaco Unit), Oil, Chemical and Atomic Workers International Union (AFL-CIO/CLC): A 12-month renewal agreement effective from Feb. 1, 1976 to Jan. 31, 1977, covering 200 employees, settled at the post-conciliation bargaining stage and ratified in June 1976. Duration of negotiations - 7 months.

Wages:	Effective	Feb. 1/76
	General Increase	10.2%*
	Special Wage Adjustments	average of 3.5%
	Labourer	\$5.77 (\$5.24)
	Operator #1	\$8.44 (\$7.66)

When a mine holiday occurs while an employee is drawing Sick Pay or Workmen's Compensation, the employee receives the difference between 8 hours' pay at straight time and Sick Pay or Workmen's Compensation (new).

Bereavement Leave: An employee unable to attend the funeral of a wife, child, parent, brother or sister because of distance receives 1 day's paid leave provided the day of the funeral is a scheduled work day (new).

Welfare: Major Medical Plan - Deductible of \$25 per person and per family (previously \$50 deductible per family).

PERSONAL SERVICES

Prince Hotel at Toronto - Local 299, Hotel Employees (AFL-CIO/CLC): A 30-month first agreement effective from June 1, 1976 to Nov. 30, 1978, covering 300 employees, settled at the bargaining stage and ratified in June 1976. Duration of negotiations - 4 months.

Wages:	Effective	June 1/76	Oct. 1/76	July 1/77	Feb. 1/78
	General Increases	0¢ - 20¢	0¢ - 25¢	10¢ - 30¢	20¢ - 30¢
	Waiter/Waitress	\$2.65 (\$2.50)	\$2.70	\$2.85	\$3.05
	Carpenter/Painter	\$4.75 (\$4.55)	\$5.00	\$5.25	\$5.55

Minimum Wage: Effective July 1, 1977, if the minimum wage is adjusted upward the rate for all employees will be the contract rate or fifteen cents per hour over the applicable minimum wage, whichever is greater (new).

Overtime Pay: Time and one-half (straight time) after 8 hours.

Sick Leave: Effective June 1, 1976, employee with one year of service receive up to 5 days of paid sick leave (new). Effective Dec. 1, 1977, up to 7 days of paid sick leave. Sick leave credits are non-accumulable.

Welfare: OHIP - Employee pays cost of premiums for first 3 months. Employer pays 50% of cost of premiums for next 9 months, 100% thereafter. (Previously employer paid 100% of cost of premiums.

August 1976 Settlements

PAPER AND ALLIED

Consolidated-Bathurst Packaging Limited at Etobicoke, Hamilton, St. Thomas and Whitby - Locals 2-76, 2-69, 2-337 and 2-242, International Woodworkers of America (AFL-CIO/CLC): Four 24-month renewal agreements, settled with mediation assistance and ratified in August 1976. Duration of negotiations - 7 months.

<u>Location</u>	<u>No. of Employees</u>	<u>Effective Date</u>	<u>Expiry Date</u>
Hamilton	200	Nov. 1/75	Oct. 31/77
Whitby	200	Nov. 1/75	Oct. 31/77
Etobicoke	200	Mar. 1/76	Feb. 28/78
St. Thomas	125	Mar. 1/76	Feb. 28/78

Wages:

Effective

Hamilton and Whitby	<u>Nov. 1/75</u>	<u>Nov. 1/76</u>	<u>Nov. 1/76</u>
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Etobicoke and St. Thomas	<u>Mar. 1/76</u>	<u>Nov. 1/76</u>	<u>Mar. 1/77</u>
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COLA Fold-in			40¢
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General Increases	50¢ for in- centive em- ployees, 65¢ for non- incentive* employees		8%
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Adjustments

Classification
Adjustments

Whitby Plant
only: 29¢ for
Slitter
Tailer, 21¢
for Folder
Gluer Oper-
ator, 13¢
for General
Plant Clean-
up

Additional
Adjustments

Classifi-
cation de-
letions,
additions
and depart-
ment trans-
fers

Incentive
Rates

General	\$4.58	\$5.38
Labour--	(\$4.08)	
Light Duty (Hamilton and St. Thomas)		

	<u>Nov. 1/75</u>	<u>Nov. 1/76</u>	<u>Nov. 1/76</u>
	<u>Mar. 1/76</u>	<u>Nov. 1/76</u>	<u>Mar. 1/77</u>
<u>Non-Incentive Rates</u>			
Mechanic "A" (Hamilton, St. Thomas and Whitby)	\$6.34 (\$5.69)		\$7.28

*Note: Increases on all monetary items in excess of 46¢ per hour for incentive employees and 51¢ per hour for non-incentive employees are subject to approval by the Anti-Inflation Board.

Cost-of-Living Provision:	The 40¢ generated by the cost-of-living clauses in the previous contracts continues as a float until the second year of the new contracts, when it will be folded into the wage rates. Previous provisions for rises in the cost-of-living will be inoperative during the term of the new contracts.
Shift Premiums:	Effective in the first year, 0 - 16¢ - 20¢ (0 - 15¢ - 19¢). Effective in the second year, 0 - 17¢ - 21¢.
Paid Vacations:	Effective in the first year, 5 weeks after 24 (25) years. Effective in the second year, 5 weeks after 23 years.
Court and Jury Duty:	Paid leave to appear as a subpoenaed witness (new). Employer pays difference between employee's regular salary and court fee.
Safety Shoe Allowance:	\$15.00 (\$8.50) per year.

TRANSPORTATION EQUIPMENT

Glendale Corporation at Strathroy - Local 2374, Machinists (AFL-CIO/CLC):
A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 200 employees, settled at the bargaining stage and ratified in August 1976. Duration of negotiations - 1 month.

Wages:	Effective	<u>Sept. 1/76</u>	<u>Mar. 1/77</u>
	COLA	19¢	
	Fold-in		
	General	25¢	22¢
	Increases		
	Assembler	\$4.34-\$4.59 (\$3.90-\$4.15)	\$4.56-\$4.81

	<u>Sept. 1/76</u>	<u>Mar. 1/77</u>
Welder	\$5.27 (\$4.83)	\$5.49
Probationary period is 60 working days. Assembler receives 15¢ after 60 working days and 10¢ after a further 60 working days.		
Cost-of-Living Provision:	Discontinued.	
Welfare:	<u>Weekly Indemnity</u> - Benefits of \$75 (\$60) per week.	
Mileage Allowance:	Drivers of floats and mobile homes receive 12¢ (11¢) per mile and \$5.00 (\$3.00) per float for loading and tie down of float.	

LOCAL ADMINISTRATION

Halton Regional Board of Commissioners of Police - Halton Regional Police Association (Ind.): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 240 employees, settled at the bargaining stage and ratified in August 1976. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/76</u>
	Increase	4.0%-10.5%
	Fourth Class Constable	\$11,592.55 (\$11,070.14)
	First Class Constable	\$17,498.55 (\$15,801.51)
	Staff Inspector	\$23,884.55 (\$22,087.50)

Paid Vacations: 4 weeks after 12 (15) years' service.

Clothing Allowance: \$450 (\$415) per year for policemen. Employer also pays cleaning allowance of \$65 (\$60) per year for policemen.

Meal Allowance: \$3.75 (\$3.50)

Mileage Allowance: Employer pays any employee transferred permanently or temporarily from one station to another which is greater in distance than fifteen miles, and who is required to travel in his own private automobile, 20¢ (15¢) per mile for all miles travelled in excess of the fifteen mile distance.

Anti-Inflation Board Rulings in September 1976

Company	Reference	Action
Air Canada, System-wide and Air Line Pilots	Apr. 76, p. 183	Disallowed
Kent County Board of Education and Ontario Secondary School Teachers Fed. and Association des enseignants franco-ontariens	June 76, p. 318	Disallowed
Thunder Bay City Corp. and Canadian Union of Public Employees (outside empls.)	June 76, p. 344	Disallowed
Toronto City and Fire Fighters	July 76, p. 417	Disallowed
University of Ottawa and Assn. of Professors of University of Ottawa	Apr. 76, p. 193	Disallowed

Note: Actions refer to settlements covering 200 or more employees previously published in the Monthly Settlements Report. This list includes only those rulings which have come to the attention of the Ministry of Labour, and it may be incomplete.

Negotiations in Progress during September 1976 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage *
Itibi Paper Co., (Lakehead Woodlands, Sault Ste. Marie and Iroquois Falls Divs.), Thunder Bay, Sault Ste. Marie and Iroquois Falls	Carpenters (Lumber and Saw- mill Workers) (AFL-CIO/ CLC) (woods empls.)	1,560	B
lied Chemical Canada Ltd., Amherstburg	Auto Workers (CLC)	500	B
merican Can of Canada Ltd., Brampton	Printing and Graphic Communications (AFL-CIO/CLC)	300	B
merican Can of Canada Ltd. (Woodlands Dept.), Marathon	Carpenters (AFL-CIO/CLC)	250	B
merican Motors (Canada), Brampton	Auto Workers (CLC)	1,175	PCB
las Steels Co. (Div. of Rio Algom Mines), Welland	Steelworkers (AFL-CIO/CLC)	200	B
ta Footwear, Batawa, Campbellford and Picton	Boot and Shoe Workers (AFL-CIO/CLC)	850	CO
ndix Home Systems Ltd., Hensall	Carpenters (AFL-CIO/CLC)	320	B
illeville General Hospital, Belleville	Ont. Nurses' Assn. (Ind.)	259	B
nn Iron Foundry Ltd., Wallaceburg	Auto Workers (CLC)	220	WS
rant County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	560	B
rant County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	389	F
Brant Memorial Hospital, Burlington	Ont. Nurses' Assn. (Ind.)	322	B
ruce County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	203	F
ruce County Board of Education	Teachers Federations	295	F
anada Safeway, southeastern Ont.	Retail Clerks (AFL-CIO/CLC) (retail food empls., full and part-time)	650	B
anadian General Electric Company Ltd., Barrie, Burlington, Caledonia, Guelph, Peterborough, Toronto and Trenton	Electrical Workers (U.E.) (CLC)	6,970	B
anadian National Institute for the Blind, province-wide	Service Empls. (AFL-CIO/CLC)	575	B
anadian SKF Co. Ltd., Scarborough	Machinists (AFL-CIO/CLC)	500	B
anron Ltd. (Eastern Structural Div.), Toronto	Canadian Workers Union (Ind.)	315	MED

Negotiations in Progress during September 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Carleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,110	B
Carleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco- ontariens (OTF)	720	MED
Carleton Roman Catholic School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco- ontariens (OTF)	620	B
Carleton University, Ottawa	Carleton University Support Staff Assn. (Ind.) (clerical, technical, etc. empls.)	650	B
Central Hospital and other Hospitals, Toronto	Canadian Union of Operating Engineers (CCU)	230	ARB
Certified Automotive Products (Central) Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	450	B
Chatham Public General Hospital	Service Empls. (AFL-CIO/CLC)	212	ARB
Chrysler Canada, Ajax, Etobicoke and Windsor	Auto Workers (CLC) (hourly- rated production empls.)	11,375	PCB
Chrysler Canada, Ajax, Etobicoke and Windsor	Auto Workers (CLC) (office and technical empls.)	600	PCB
Cochrane Enterprises Limited, Cochrane	Carpenters (AFL-CIO/CLC)	324	B
Corby Distilleries Limited, Corbyville	Distillery Workers (AFL- CIO/CLC)	200	B
Council of Printing Industries of Canada, Toronto	Graphic Arts Inter. Union (AFL-CIO/CLC)	800	B
Crane Canada Ltd., Brantford	Steelworkers (AFL-CIO/CLC)	200	B
D.R.G. Packaging, Leaside	Printing and Graphic Union (AFL-CIO/CLC)	525	CO
Dashwood Industries Ltd., Centralia	Carpenters (AFL-CIO/CLC)	230	B
Dominion Stores Ltd., Toronto	Retail, Wholesale Empls. (AFL-CIO/CLC) (ware- housemen)	600	MED
Dominion Stores Ltd., Sarnia	Steelworkers (AFL-CIO/CLC)	200	B
Dominion Stores Ltd., Windsor, Amherstburg and Kingsville	Steelworkers (AFL-CIO/CLC)	620	CO

Negotiations in Progress during September 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Minion Stores (K-Mart Plaza), Guelph, Kitchener, Waterloo and Midland	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	400	CO
Offerin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco- ontariens (OTF)	850	B
Orham Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,290	B
Orham Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	900	B
Orham Region Roman Catholic Separate School Board	Teachers Federations	365	B
Orham Regional Police	Police Assn. (Ind.)	277	ARB
Dorado Nuclear Ltd., Port Hope**	Steelworkers (AFL-CIO/CLC)	245	CO
sex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	525	B
sex County Roman Catholic Separate School Board	Teachers Federations	464	F
obicoke Borough Corporation	Fire Fighters (AFL-CIO/CLC)	345	B
et Industries, Fort Erie	Machinists (AFL-CIO/CLC)	500	B
rd Motor Company of Canada Ltd., Bramalea, Niagara Falls, Oakville, St. Thomas and Windsor	Auto Workers (CLC)	12,300	PCB
Franklin Manufacturing Company (Canada) Ltd., Cambridge	Machinists (AFL-CIO/CLC)	550	CO
ontenac County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	600	B
ontenac County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	500	B
ontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	217	B
uehauf Trailer Co. of Canada Ltd. (Dixie Mfg. Plant and Toronto Factory Service Div.)	Auto Workers (CLC)	240	WS

* Federal jurisdiction

Negotiations in Progress during September 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
General Instrument of Canada, Waterloo	Electrical Workers (IUE) (AFL-CIO/CLC)	200	B
Gidon Industries Inc., Toronto	Steelworkers (AFL-CIO/CLC)	210	B
Globe and Mail Ltd., Toronto	Newspaper Guild (AFL- CIO/CLC)	400	B
Goodyear Tire and Rubber Co. of Canada Ltd., Collingwood	Rubber Workers (AFL-CIO/CLC)	225	B
Great Lakes Paper Co., Thunder Bay	Carpenters (Lumber and Sawmill Workers) (AFL- CIO/CLC)	1,100	B
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.)	275	B
Haldimand County Board of Education	Teachers Federations	200	F
Hamilton City Corporation	Fire Fighters (AFL-CIO/CLC)	411	B
Hamilton Civic Hospitals, Hamilton	Ont. Nurses' Assn. (Ind.) (nurses, full and part- time)	735	B
Hamilton-Wentworth Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco- ontariens (OTF)	1,050	B
Hawker Siddeley Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	350	CO
Hotel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.)	224	B
Humber Memorial Hospital Assn., Toronto	Ont. Nurses' Assn. (Ind.) (full-time empls.)	208	B
Huron County Board of Education	Teachers Federations	337	F
Huyck Canada Ltd., (Kenwood Mills Div.) Arnprior	CLC-Chartered Local	200	B
ITT Canada Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	229	B
Imperial Tobacco Ltd./Ltee., Guelph	Tobacco Workers (AFL-CIO/ CLC)	715	CO
Indalex Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	200	CO
Industrial Wire and Cable Co., Toronto	Steelworkers (AFL-CIO/CLC)	250	CO
Inglis Ltd., Stoney Creek	Auto Workers (CLC)	680	MED
Kent County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco- ontariens (OTF)	500	B
Kimberly-Clark of Canada, Longlac	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC)	550	B

Negotiations in Progress during September 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Kingston General Hospital, Kingston	Ont. Nurses' Assn. (Ind.)	491	B
Adak Canada Ltd., Mount Dennis and Brampton	Chemical Workers (AFL- CIO/CLC)	1,200	B
Eikehead Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	630	B
Eikehead Board of Education,	Ont. Secondary School Teachers' Fed. (OTF)	550	B
Umbton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	695	B
Umark County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	200	F
Ennox and Addington County Board of Education	Teachers Federations	275	B
Libby, McNeill and Libby of Canada Ltd., Chatham and Wallaceburg	Auto Workers (CLC)	450	PCB
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	435	F
Lin Supply Industry Employers' Council, Toronto	Laundry Workers (CLC)	1,200	B
Livingston Industries Ltd., Hagersville, London and Tillsonburg	Woodworkers (AFL-CIO/CLC)	1,000	B
Blaws Ltd., Ottawa and other centres	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	730	B
Blaws Ltd., Toronto and other centres	Foodworkers (AFL-CIO/CLC) (full and part-time empls.)	710	B
ord Simcoe Hotel Ltd., Toronto	Hotel Empls. (AFL-CIO/CLC)	211	B
TD Products Canada, Kitchener	Auto Workers (CLC)	225	PCB
Master University, (Grounds and Buildings), Hamilton	Service Empls. (AFL-CIO/CLC)	278	B
Metropolitan Board of Commissioners of Police, Toronto	Metro. Toronto Police Assn. (Ind.) (office, garage and parking control officers, etc.)	1,200	B
Middlesex County Board of Education	Teachers Federations	364	F
Motor Wheel Corporation of Canada, Ltd., Chatham	Auto Workers (CLC)	600	WS

Negotiations in Progress during September 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	200	B
Muskoka Board of Education	Teachers Federations	235	B
Neilson, William, Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	850	B
Niagara Regional Municipality (Homes for the Aged), St. Catharines and other centres	CUPE (CLC) (non-medical empls.)	530	PCB
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des enseignants franco-ontariens (OTF)	940	B
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	850	ARE
Nipissing Board of Education	Teachers Federations	310	MED
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	244	F
Norfolk County Board of Education	Teachers Federations	350	F
North York General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	334	B
Northern Telephone Ltd., province- wide**	Communication Workers (CLC)	225	CB
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	610	B
Northumberland and Newcastle Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	429	F
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	225	B
Ont. Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Empls. Union (OPSEU) (academic staff, librarians and counsellors)	5,450	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Empls. Union (OPSEU) (support staff empls.)	2,750	B
Ontario Government (Employee Benefits)	Ont. Public Service Empls. Union (OPSEU) (classified civil servants)	52,000	B
Ontario Government	Ont. Public Service Empls. Union (OPSEU) (clerical services category)	9,540	B

** Federal jurisdiction

Negotiations in Progress during September 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ontario Government	OPSEU (general administration category)	4,900	B
Ontario Government	OPSEU (general operational services category)	5,100	B
Ontario Government	OPSEU (institutional care and correctional services category)	9,350	B
Ontario Government	OPSEU (maintenance services category)	6,750	B
Ontario Government	OPSEU (office services category)	7,455	B
Ontario Government	OPSEU (scientific & professional category)	3,500	B
Ontario Government	OPSEU (technical services category)	4,900	B
Ontario Malleable Iron Co. Ltd., Oshawa	Steelworkers (AFL-CIO/CLC)	200	WS
Ontario-Minnesota Pulp and Paper Co. (Woods Operations), Fort Frances and Kenora	Carpenters (AFL-CIO/CLC)	425	B
Oshawa City Corp.	CUPE (CLC) (office, technical and clerical empls.)	225	B
Oshawa General Hospital, Oshawa	Ont. Nurses' Assn. (Ind.) (full-time empls.)	240	B
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco-ontariens (OTF)	1,630	B
Ottawa Citizen and Ottawa Journal, Ottawa	Ottawa Council of Newspaper Unions (AFL-CIO/CLC) (editorial, circulation, composing room, pressroom, stereotype and mailing room empls.)	520	PCB
Ottawa City Corp.	Ottawa Police Assn. (Ind.)	685	B
Ottawa Civic Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	870	B
Ottawa General Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full-time empls.)	367	B
Ottawa Roman Catholic School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	1,515	B

Negotiations in Progress during September 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'm Stage
Peel County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	2,350	B
Peel County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,650	B
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.)	220	B
Perth County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	305	F
Perth County Board of Education	Teachers Federations	370	B
Peterborough Civic Hospital	CUPE (CLC)	340	B
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full-time empls.)	207	B
Philco-Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	500	B
Provincial Schools Authority, province-wide	Fed. of Provincial Schoold Authority Teachers (Ind.)	710	B
RCA Ltd., Prescott	Electrical Workers (IUE) (AFL-CIO/CLC)	605	CO
Renfrew County Board of Education	Teachers Federations	400	F
Renfrew County Roman Catholic Separate School Board	Teachers Federations	336	F
Rheem Canada Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	265	B
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	253	B
Robertson P.L. Manufacturing, (Div. of Procor Ltd.), Milton	Steelworkers (AFL-CIO/CLC)	220	CO
Robson-Long Leathers Ltd., Barrie, Cobourg, Kitchener and Oshawa	Foodworkers (AFL-CIO/CLC)	500	B
Rockwell International of Canada, Gananoque	Steelworkers (AFL-CIO/CLC)	250	B
Royal Victoria Hospital, Barrie	Ont. Nurses' Assn. (Ind.)	234	B
St. Catharines General Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.)	310	B
St. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	315	B
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.)	685	B
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.)	290	B
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	380	B
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	510	B
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	203	B

Negotiations in Progress during September 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Windsor Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	280	B
Scarborough Centenary Hospital Assn., Scarborough	Ont. Nurses' Assn. (Ind.)	324	B
Scarborough General Hospital, Scarborough	Ont. Nurses' Assn. (Ind.)	615	B
Halton County Roman Catholic Separate School Board	Teachers Federations	275	B
Windsor Falls Power and Paper Co., Windsor	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/ CLC)	510	B
Slipper Co. Ltd. and Valenti Shoe Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	350	CO
Halton, Dundas and Glengarry Counties Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco- ontariens (OTF)	560	ARB
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	505	B
St. Michael's Hospital, Toronto	Service Empls. (AFL-CIO/CLC) (office & clerical empls.)	363	B
Canada Corp. Canada Ltd., Malton	Moulders (AFL-CIO/CLC)	300	B
Ontario Construction Assn. (General Contractors Section)	Plasterers (AFL-CIO/CLC)	500	CO
Ontario East General & Orthopaedic Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	337	B
Ontario General and other hospitals, Toronto and other centres	OPSEU (paramedical empls.)	2,800	B
Ontario General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	840	B
Ontario Hotel Assn., Toronto	Hotel Empls. (AFL-CIO/CLC)	800	B
Ontario Western Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	585	B
University of Toronto (Libraries), Toronto	CUPE (CLC)	406	MED
University of Windsor, Windsor	CUPE (CLC) (maintenance empls.)	224	WS
University of Windsor, Windsor	Service Empls. (AFL-CIO/CLC) (office and clerical empls.)	350	B
St. Mary's Hospital, London	Ont. Nurses' Assn. (Ind.)	470	B
Woodward of Canada Ltd. (Longlac Lumber Div.), Longlac	Carpenters (AFL-CIO/CLC)	360	WS
St. Joseph's Hospital, Toronto	Service Empls. (AFL-CIO/CLC)	250	B

Negotiations in Progress during September 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg. Stage
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	700	B
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	510	B
Wellington County Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	250	F
Windsor Metropolitan General Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	250	B
Workmen's Compensation Board, province-wide	CUPE (CLC)	1,200	B
York County Board of Education	CUPE (CLC)	274	CO
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,200	B

More Than One Province

Air Canada, system-wide**	Air Line Empls. Assn. (CLC) (sales dept. empls.)	2,610	B
Air Canada, system-wide**	Air Line Pilots (Ind.)	1,470	B
Associated Clothing Manufacturers of the Province of Quebec and Montreal Clothing Manufacturers Assn., Montreal and district, Que. and Men's Clothing Manufacturers Assn. of Ontario, Toronto and district, Ont.	Amalgamated Clothing & Textile Workers (AFL-CIO/CLC)	11,385	B
Bell Canada, Quebec and Ontario**	Canadian Telephone Empls. (Ind.) (clerical and associated empls.)	14,000	B
Bell Canada, Quebec and Ontario**	Canadian Telephone Empls. (Ind.) (communications sales empls.)	520	B
Bell Canada, Quebec and Ontario**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	7,975	B

** Federal jurisdiction

Negotiations in Progress during September 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Canada, Quebec and Ontario**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	CO
Air, system-wide**	Air Line Pilots (Ind.)	600	B
ncil of Printing Industries of Canada, Hamilton, London, ttawa and Toronto, Ont. nd Montreal, Que.	Graphic Arts Inter. Union (AFL-CIO/CLC) (lithography empls.)	1,780	B
Union Stores Ltd., Hull, Que. nd Toronto and other centres, nt.	Retail, Wholesale Empls. (AFL-CIO/CLC) (full- time and part-time empls.)	10,000	MED
Union Stores Ltd., Northern Ontario nd Quebec centres	Retail, Wholesale Empls. (AFL-CIO/CLC) (full-time and part-time empls.)	1,025	CO
General Motors of Canada Ltd., London, Oshawa, St. Catharines, Scarborough, Windsor and Woodstock, Ont. and Montreal and St. Therese, Que.	Auto Workers (CLC)	25,825	PCB
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (AFL-CIO/CLC) (printing operations group - non-supervisory empls.)	1,240	B
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,495	ARB
Government of Canada (Treasury Board)**	Professional Institute of the Public Service of Canada (PIPS) (Ind.) (biological sciences group)	760	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,410	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey)	2,145	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	505	CB
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	2,025	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (translation group)	1,065	CB
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	550	CB

Federal jurisdiction

Negotiations in Progress during September 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'l Stage
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (clerical and regulatory group)	46,405	B
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory)	3,735	B
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	2,060	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,495	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	685	B
Government of Canada (Treasury Board)**	PSAC (CLC) (operational group, heating and power and stationary plant empls.)	3,010	CB
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,630	B
Pacific Western Airlines, system-wide**	Machinists (AFL-CIO/CLC)	525	B
Sidbec-Dosco Limited, Montreal, Contrecoeur and LaSalle, Que., and Etobicoke, Ont.	Steelworkers (AFL-CIO/CLC) (production and office empls.)	2,345	WS
Steinberg's Ltd., Ottawa and other centres, Ont. and Hull and Gatineau, Que.	Retail Clerks (AFL-CIO/CLC)	1,165	B
Tele-Direct Ltd., Quebec and Ontario	Canadian Telephone Empls. Assn. (Ind.) (clerical and associated empls.)	625	B

Definitions of Codes for Negotiation Stages

B	-	Direct Bargaining
CO	-	Conciliation
CB	-	Conciliation Board
MED	-	Mediation
PCB	-	Post Conciliation Bargaining
ARB	-	Arbitration

(Cont'd)

negotiations in Progress during September 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
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Definitions of Codes for Negotiation Stages (Cont'd)

WS - Work Stoppage

B/WS - Bargaining After a Work Stoppage

F - Fact Finder

PMB - Post Mediation Bargaining

PFB - Post Fact Finder Bargaining

(R) - (R) - Following the stage of negotiations
 indicates that the existing contract has
 been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in October 1976

Company and Location	Union	No Em
Allied Chemical Canada, Amherstburg	Auto Workers (CLC)	
American Can of Canada, Brampton	Printing and Graphic Union (AFL-CIO/CLC)	
Association of Motion Picture Producers & Labs., Province-wide	Television and Radio Artists (ACTRA) (CLC)	
Bata Footwear Division of Bata Inds., Intercity	Boot and Shoe Workers (AFL- CIO/CLC)	
Bendix Home Systems, Hensall	Carpenters (AFL-CIO/CLC)	
Canada Machinery Corp., Cambridge & Kitchener	Steelworkers (AFL-CIO/CLC)	
Canadian Film & TV Assn. (CTFA), Province-wide	Television and Radio Artists (ACTRA) (CLC)	
Centex Mills, Cambridge	Clothing and Textile Workers Union (AFL-CIO/CLC)	
CNIB Caterplan Services, Province-wide	Service Empls. (AFL-CIO/CLC)	
Continental Can Co., Plant 530, York Borough	Printing and Graphic Union (AFL-CIO/CLC)	
Libby McNeill & Libby of Canada, Chatham (production and maintenance empls.)	Auto Workers (CLC)	
Livingston Industries, Hagersville	Woodworkers (AFL-CIO/CLC)	
Livingston Industries, Tillsonburg	Woodworkers (AFL-CIO/CLC)	
Oshawa City Corp., City Hall, Oshawa	CUPE (CLC)	
Star Slipper Co. - Valenti Shoes Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	
Toronto Hotel Association, Toronto	Hotel Empls. (AFL-CIO/CLC)	
Treasury Board of Canada, Correctional Non-Supervisory, Province-wide	Public Service Alliance (CLC)	
Treasury Board of Canada, Primary Products Inspection, Province-wide	Public Service Alliance (CLC)	

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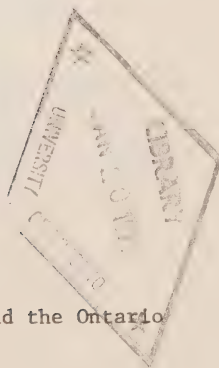
Ontario

LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
OCTOBER 1976

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour



Foreword

This report consists of three sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in October 1976 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries, the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is included only when it is specifically stated in the settlement. It is not extended to settlements that do not specifically refer to the Anti-Inflation Board, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section lists the negotiations underway in October 1976. Letter codes have been used to indicate the stage of negotiations, and these codes are defined at the end of the listings.

The third section lists the agreements that are scheduled to expire in November 1976.

The report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

November 27, 1976

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Highlights

Logging Settlements. The Great Lakes Pulp and Paper Company at Thunder Bay and Kimberly-Clark of Canada at Longlac were the first logging firms to reach renewal agreements with Local 2693 of the Carpenters' Union in this year's round of collective bargaining in the industry. The union represents more than 6,000 woodland employees covered by contracts that expired August 31, 1976 at nine major and several smaller companies across northern Ontario.

The agreement with Great Lakes covered 1,200 employees and provided a general wage increase of \$1.08 per hour to be paid in two stages over two years. A 64-cent cost-of-living adjustment gained under the previous agreement was folded into the wage structure but the cost-of-living clause was discontinued in the new agreement. The settlement also included a number of improvements in working conditions and benefit provisions and contained a "Wage Protection Factor" clause similar to those negotiated earlier in 1976 in the pulp and paper industry. The Kimberly-Clark agreement, covering 650 employees, was identical to the one negotiated at Great Lakes, with the exception of some minor benefit adjustments and the addition of a provision applying the hour wage increases to piecework earnings.

Negotiations involving woodland workers at the remaining seven major logging companies are continuing.

Teacher Settlements. Forty-one major agreements each covering 200 or more teachers were settled during the months of July to October 1976. Forty of them were for a one-year term and one was for a 20-month period. The salary increases negotiated in 39 of the agreements ranged from 6 to 12 per cent. The other two agreements covering 2,600 elementary and secondary teachers in Waterloo County did not provide for increases, but a 6.2 per cent cost-of-living adjustment gained under the previous agreement was incorporated into the salary grid and the cost-of-living clause was continued in the new agreement. Cost-of-living clauses were retained or introduced in ~~another~~ 9 agreements and discontinued in 5. Most of the settlements also made improvements in responsibility allowances, working conditions, and welfare benefits where new dental plans were established in 5 agreements.

To date, AIB rulings on teachers' settlements for the 1976-77 school year indicate that compensation increases are likely to be held at or close to the arithmetic guidelines.

Colleges Support Staff Settlement. In mid-October 3,500 support staff employees at the 22 Colleges of Applied Arts

and Technology in Ontario, represented by the Ontario Public Service Employees Union, accepted a 17-month renewal agreement providing a total increase of 66 cents per hour to be paid in two stages. Part of the increase has been withheld pending approval by the AIB. Improvements were also made in working conditions, and the provisions governing layoffs and seniority were strengthened.

Negotiations for renewal of the agreement covering 5,500 employees of the Colleges' academic staff are continuing.

Hospital Engineers Settlement. Negotiations were conducted for the first time on a province-wide basis by the Canadian Union of Operating Engineers on behalf of 230 stationary engineers and maintenance workers at 28 Ontario hospitals. The settlement in mid-October established a common termination date on October 15, 1977 for all 28 agreements. The general wage increase was \$150 per month in three installments, with adjustments designed to establish uniform wage rates in all agreements as of January 1, 1977. The second increase of \$50 scheduled on April 1, 1976 has been withheld pending AIB approval. Improvements were also made in shift premiums, paid holidays, vacation and welfare benefits identical to those negotiated earlier this year by hospital support workers represented by the Service Employees International Union and the Canadian Union of Public Employees.

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Canndy Canada Ltd., Scarborough	Machinists (AFL-CIO/CLC)	619
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R.G. Packaging Ltd. (formerly, E.S. & A. Robinson Canada Ltd.), Leaside	Printing and Graphic Communications Union (AFL-CIO/CLC)	588
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Orwal International Ltd., Pembroke	Steelworkers (AFL-CIO/CLC)	619
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LEATHER

Bata Footwear, Division of Bata Industries Ltd. at Batawa, Campbellford, and Picton - Locals 464, 715, and 740, Boot and Shoe Workers' Union (AFL-CIO/CLC): A 24-month renewal agreement effective from Oct. 4, 1976 to Oct. 3, 1978, covering 950 employees, settled at the mediation stage. Duration of negotiations - 4 months.

Holdback: Pending review by the Anti-Inflation Board, improvements to vacation, holidays and O.H.I.P. as reported below will not be implemented.

Wages:	Effective	<u>Oct. 4/76</u>	<u>Oct. 4/77</u>
	<u>General Increases</u>		
	Day rate	10.4%	9.8%
	Incentive rate	8%	7.5%
	Cleaner (Day rate)	\$3.26 (\$2.95)	\$3.58
	Leather Dispatcher (Day rate)	\$4.78 (\$4.33)	\$5.25

Cost of Living Allowance: 25¢ per hour guaranteed "add-on" is continued from previous agreement. The employer will pay 25¢ per hour COLA above the Provincial Minimum for all hours worked.

Paid Holidays: 1 floating holiday has been added for a total of 11 days. The added holiday will be observed on Heritage Day if proclaimed as a statutory holiday by the Government; otherwise it will be observed on Dec. 24 in 1976 and on Dec. 23 in 1977.

Paid Vacation: 2 weeks after 1 year of service, 2 weeks and 2 days after 5 years, 3 weeks after 7 years, 4 weeks after 15 years, 4 weeks and 2 days after 20 years, 4 weeks and 3 days after 25 years and 5 weeks after 34 years.

(Previously, 2 weeks after 1 year, 2 weeks and 1 day after 5 years, 3 weeks after 8 years, 3 weeks and 3 days after 15 years and 4 weeks after 20 years.)

Health and Welfare: O.H.I.P. - The Employer pays 100% (80%) of the premium.

Waiting Time: In the event of a cessation of work due to a shortage of materials, employees are to be covered by the same provisions as apply to machine breakdowns including payment of basic wage for accumulated interruptions in excess of 2 hours.

PAPER AND ALLIED

D. R. G. Packaging Ltd. (formerly, E.S. and A. Robinson Canada Ltd.) at Leaside - Local 466, International Printing and Graphic Communications Union (AFL-CIO/CLC): A 24-month renewal agreement, effective from Sept. 1, 1976 to Aug. 31, 1978, covering 525 employees,

settled at the post-conciliation bargaining stage. Duration of negotiations - 6 months.

Holdback: Pending review by the Anti-Inflation Board, wage rates will be increased by 8% retroactive to Sept. 6, 1976 instead of the 10% called for by this agreement and reflected in the rates below.

Wages:	Effective	<u>Sept. 6/76</u>	<u>Sept. 5/77</u>
	General Increases	10%	8%
	Group 16 (includes Cutter Helper)	\$4.94-\$5.16 (\$4.49-\$4.69)	\$5.34-\$5.57
	Group 1 (includes Electronic Specialist)	\$7.18-\$7.81 (\$6.53-\$7.10)	\$7.75-\$8.43

Pension Plan: Basic Benefit - Effective Jan. 1, 1977, \$6.50 (\$6.00) per month per year of service and effective Jan. 1, 1978, \$7.00.

PRIMARY METAL

Benn Iron Foundry Limited at Wallaceburg - Local 251, Auto Workers (CLC): A 36-month renewal agreement effective from September 1, 1976 to August 31, 1979, covering 220 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/76</u>	<u>Mar. 1/77</u>
	General Increases	40¢	30¢
	COLA Fold-in	86¢	
	Additional Adjustments	0¢ - 20¢ depending on classification	
	Labourer	\$5.44 (\$4.18)	\$5.74
	Maintenance	\$6.19 (\$4.73)	\$6.49
	Effective	<u>Sept. 1/77</u>	<u>Sept. 1/78</u>
	General Increases	25¢	20¢
	Labourer	\$5.99	\$6.19
	Maintenance	\$6.74	\$6.94

Cost of Living Allowance: Effective September 1, 1977, cost of living provision of 1¢ per hour per 0.4 change in the Consumer Price Index (1971=100) with a guaranteed increase of 24¢ effective September 1, 1977 and 17¢ effective September 1, 1978. (In previous contract, 1¢ per hour per .46 increase in the Consumer Price Index (1961=100).)

Shift Premiums: Effective September 1, 1977, 0-15¢-17¢ (0-13¢-15¢).

Bereavement Leave: Three days' paid leave granted upon death of stepbrother or stepsister (new). One day's paid leave granted upon death of grandparents (new).

Paid Vacations: For up to 3 years of service at 4% (2 weeks), from 3 to 5 years at 4½% (2 weeks), from 5 to 7 years at 5½% (2 weeks), from 7 to 10 years at 6½% (3 weeks), after 10 years at 7½% (3 weeks). Effective September 1, 1978, from 10 to 20 years at 7½% (3 weeks), after 20 years at 8% (4 weeks).

Health and Welfare: Life Insurance - \$8,000 (\$6,000).
A.D. and D. - \$6,000 (\$4,000).
Weekly Indemnity Plan - Effective September 1, 1976, benefits increase to \$90 (\$85) per week, payable as previously on a 1-6-26 basis. Effective September 1, 1977, benefits increase to \$95. Effective September 1, 1978, \$105 per week.
Extended Health Care - Effective September 1, 1977, benefits extended to include prescription eye glasses allowance, Family (previously employee only) coverage.

Pension Plan: Effective September 1, 1978, employer pays 100% of cost of new pension plan providing benefits of \$4 per month per year of past and current service.

Shoe Allowance: \$15 (new) per year for foundry boots for employees of Hot Metal Department.

Safety Prescription Glasses: \$20 (\$7) per 24 months towards the cost of new glasses.

Tool Allowance: \$40 (new) per year.

METAL FABRICATING

P. L. Robertson Manufacturing (Division of Procor Ltd.) at Milton - Local 4970, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Sept. 28, 1976 to Sept. 27, 1978, covering 220 employees, settled during a work stoppage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Sept. 28/76</u>	<u>Sept. 28/77</u>
	General	40¢*	33¢
	Increases		
	Co-operative	11¢ (10¢) between	12¢ between
	Wage Study	job classifications	job classificati
	Increment		

	<u>Sept. 28/76</u>	<u>Sept. 28/77</u>
Job Class 2 (includes Labourer)	\$5.26 (\$4.85)	\$5.60
Job Class 20 (includes Electrical Services Technician)	\$7.24 (\$6.65)	\$7.76

* Note: Increases are subject to approval by the Anti-Inflation Board. 8% is payable immediately in the first year of the agreement. In the second year of the agreement 6% will be implemented immediately.

Shift Premiums: Effective Nov. 1, 1976, 0-17¢-20¢ (0-12¢-15¢).

Health and Welfare: Life Insurance and A.D. & D. - \$8,000 (\$7,000) coverage.

Weekly Indemnity - Benefits of \$110 (\$100) per week, to be paid on a 1-8-52 basis.

Pension Plan: Effective Jan. 1, 1977, \$7.00 (\$6.00) per month per year of service, retroactive to Jan. 1, 1969.

Effective Jan. 1, 1978, \$8.00 per month per year of service, retroactive to Jan. 1, 1969.

Sidbec-Dosco Ltd. at Contrecoeur, LaSalle and Montréal, Qué. and Etobicoke, Ont. - Locals 2423, 5063, 5629, 5747, 5927, 6025, 6586 and 8060, United Steelworkers of America (AFL-CIO/CLC):
Eight 36-month renewal agreements effective from Feb. 1, 1976 to Jan. 31, 1979, covering 2,580 employees, settled after a work stoppage. Duration of negotiations - 11 months.

Holdback: Pending approval by the Anti-Inflation Board, 10¢ of the general increase effective Feb. 1, 1976 will be held in abeyance.

Wages:	Effective	<u>Feb. 1/76</u>	<u>Feb. 1/77</u>	<u>Feb. 1/78</u>
COLA Fold-in		47¢		
General Increases		45¢ at LaSalle; 52¢ at all other plants	20¢	20¢
Job Class Increment		11.7¢ (10.7¢)	12.2¢	12.7¢
<u>Etobicoke (Local 5629)</u>				
Job Class 2		\$5.305 (\$4.315)	\$5.505	\$5.705
Job Class 20		\$7.411 (\$6.241)	\$7.701	\$7.991

Montréal (Local 2423)

Job Class 1	\$5.215 (\$4.225)	\$5.415	\$5.615
Job Class 20	\$7.436 (\$6.256)	\$7.731	\$8.026

Note: Previous rates shown above include an interim adjustment of 20¢ per hour which was incorporated into the wage structure during the previous agreement.

Cost of Living Allowance: Effective Feb. 1, 1977, 1¢ for each 0.3 (0.6) change in the Consumer Price Index, to a maximum of 40¢ which will be integrated into the rates at the end of the second year. Effective Feb. 1, 1978, maximum of 25¢ to be left as a float.

Shift Premium: Effective date of return to work, 0-20¢-25¢ (0-15¢-20¢).

Sunday Premium: Effective date of return to work, \$1 (75¢) per hour.

Health and Welfare: Life Insurance - Effective Oct. 1, 1976, \$13,000 (\$8,000) for employees and \$3,000 (\$2,000) for retirees.

Weekly Indemnity - Effective in the first year, benefits of \$133 per week. In 1977 and 1978 benefits will follow UIC level.

Long Term Disability - Approximately \$400 per month or \$92.31 per week without offset (previously approximately \$100 per month or \$73.50 per week less benefits from the Canada Pension Plan or the Québec Pension Plan).

Pension Plan: Effective Feb. 1, 1976, \$8 per month per year of service (previously, \$6 per month per year of service from Jan. 1, 1966, \$5.25 from Jan. 1, 1955 to Dec. 31, 1965 and 1% of annual salary or average of \$2.50 - \$3.00 per month per year of service from 1923 to 1955).

TRANSPORTATION EQUIPMENT

Fleet Industries, a division of Ronyx corporation limited at Fort Erie - Local 171
Machinists (AFL-CIO/CLC): A 12-month renewal agreement effective from Oct. 1, 1976 to Sept. 30, 1977, covering 315 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Oct. 1/76</u>
	COLA Fold-in	76¢
	General Increase	12¢
	Job Level No. 1 (includes Labourer)	\$5.67 - \$5.97 (\$4.79 - \$5.09)
	Job Level No. 7 (includes Tool and Die Maker)	\$6.93 (\$6.05)

Probationary period is 60 days worked within a period of 6 consecutive months. Maximum rates for Labourer reached after two 13-week increases.

Cost of Living Allowance: 1¢ per hour for each .3 (.4) points that the last published month of the Consumer Price Index exceeds the Sept. 1976 Index, to be adjusted quarterly. 1971 (1961) equals 100.

Health and Welfare: Dental Plan - Fee schedule updated to 1976 (1971) Ontario Dental Schedule.

Hawker Siddeley Canada Ltd., Orenda Division at Toronto - Local 717, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from September 25, 1976 to September 22, 1978, covering 365 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 25/76</u>	<u>Sept. 24/77</u>
	Increases	46¢ - 55¢ *	6%
	General Labourer (Job Class 2)	\$5.23 (\$4.77)	\$5.60
	Mechanic, Electronics Maintenance (Job Class 12)	\$6.67 (\$6.12)	\$7.11

*Note: Increases are subject to approval by the Anti-Inflation Board. 6¢ of this increase is being withheld pending AIB approval.

Cost of Living Allowance: 97¢ float generated during the previous agreement continues. Payments to be made quarterly. If Bill C-73 is rescinded, 1¢ per 0.4 change in the Consumer Price Index (1961 = 100) above 214.5, to be adjusted quarterly.

Welfare: Dental Plan - Effective January 4, 1977, employer pays 100% of cost of new basic dental plan.

Pension Plan: Effective September 25, 1976, supplemental pension under deferred vested pension plan is amount equal to the difference between earned pension and \$155.00 (\$133.33) per month.

Lay-off Credit Plan: Under previous agreement, employer contributed 3¢ per hour per employee when level of fund fell below 25% of accrued liability. Liability eliminated. Benefits will continue to be paid.

Motor Wheel Corporation of Canada Ltd. at Chatham - Local 127, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC): A 36-month renewal agreement effective from May 8, 1976 to May 8, 1979, covering 600 employees, settled after a work stoppage. Duration of negotiations - 9 months.

Wages:	Effective	<u>May 8/76</u>	<u>May 8/77</u>	<u>May 8/78</u>
	General Increases	70¢	45¢	40¢
	Skilled Trades Inequities Adjustment	40¢	20¢	
	Set-up Man Adjustment	20¢		
	Material Handler	\$5.285 (\$4.585)	\$5.735	\$6.135
	Electrician	\$6.885 (\$5.785)	\$7.535	\$7.935

Cost of Living Allowance: Using the Consumer Price Index (1971 equals 100) for Sept. 1976 as the base, 1¢ per hour add-on for each .40 increase in the CPI, adjusted quarterly with the first payment in Feb. 1977. Minimum adjustments of 25¢ in the second year of the agreement and 16¢ in the third (previously 30¢ per hour guaranteed COLA over the term of the agreement).

Shift Premium: 0-17¢-19¢ (0-15¢-17¢).

Health and Welfare: Life Insurance - Effective May 1977, coverage of \$9,000 (\$8,000).

Weekly Indemnity - Effective May 1977, \$90 (\$85) per week.

Dental Plan - Effective Oct. 1976 the Employer pays 100% of the premium (previously 100% employee paid). Effective May 1977, payments will be based on the 1975 (1971) Ontario Dental Association schedule of fees.

Pension Plan: Basic Benefit - Effective May 1978, \$6.50 (\$5.50) per month per year of service to a maximum of 30 years.

Safety Shoe Allowance: \$10 (\$7) per year.

ELECTRICAL PRODUCTS

Franklin Manufacturing Company (Canada) Ltd. at Cambridge - Lodge No. 1246, International Association of Machinists and Aerospace Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from Sept. 16, 1976 to Sept. 15, 1979, covering 550 employees, settled at the mediation stage. Duration of negotiations - 4 months.

Holdback: Pending review by the Anti-Inflation Board, the skilled trades adjustment and 2¢ of the general increase scheduled for Sept. 16, 1976, as shown below, will not be implemented.

Wages:	Effective	<u>Sept. 16/76</u>	<u>Sept. 16/77</u>	<u>Sept. 16/78</u>
	Fold-in of Interim Increases	32¢*		
	General Increases	11%	9%	41¢
	Skilled Trades Adjustments	20¢-Group 10 25¢-Group 11		
	Labour Group 1 (includes Janitor)	\$4.90 (\$4.09)	\$5.34	\$5.75
	Labour Group 11 (includes Plant Electrical Maintenance "A")	\$6.19 (\$5.03)	\$6.75	\$7.16
	*During the previous agreement, interim increases of 18¢ and 14¢ were made in June, 1974 and June, 1975 respectively. These amounts have been incorporated into the wage structure under this contract.			
Cost of Living Allowance:	Discontinued. (The previous agreement provided for a 7¢ COLA payment effective Sept. 16, 1975.)			
Shift Premium:	Effective Sept. 16, 1977, 0-25¢-28¢ (0-20¢-23¢), and effective Sept. 16, 1978, 0-30¢-33¢.			
Call-back Pay:	\$15 (\$10) minimum.			
Paid Holidays:	1 floating holiday has been added for a total of 12 days. The added holiday will be observed between Christmas and New Year's on a date determined by the employer and a Union committee.			
	The employer will pay eligible employees the difference between Weekly Disability Benefits and holiday pay when applicable (newly specified).			
Health and Welfare:	<u>Accident and Sickness Benefit</u> - Effective Nov. 1, 1976, \$100 (\$80) per week. Effective Sept. 16, 1977, the employer will implement the U.I.C. wage loss plan.			
	<u>Life Insurance</u> - Effective Sept. 16, 1977, \$8,500 (\$7,000) and effective Sept. 16, 1978, \$10,000.			
Pension Plan:	<u>Employer Contribution</u> - Effective Sept. 16, 1976, 12¢ (10¢) per hour; Sept. 16, 1977, 14¢ per hour; and effective Sept. 16, 1978, 16¢ per hour.			
Bereavement Leave:	Son-in-law and daughter-in-law to be included in the definition of "immediate family" for up to 3 days' paid leave.			
Safety Shoe Allowance:	\$20 (\$10) per calendar year.			
Prescription Safety Glasses (new):	The employer will provide 1 pair per calendar year.			

RCA Limited at Prescott - Local 523, International Union of Electrical, Radio and Machine Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 15, 1976 to July 14, 1978, covering 500 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

Wages:	Effective	July 15/76	July 15/77
	COLA Fold-in	19¢	
	General Increases	34¢	34¢
	Additional Adjustment For Grades 14 and 15	16¢	
	Adjuster-tester (Labour Gr. 7)	\$4.22-\$4.39 (\$3.69-\$3.86)	\$4.56-\$4.73
	Electrician A (Labour Gr. 15)	\$5.52-\$5.77 (\$4.83-\$5.08)	\$5.86-\$6.11

NOTE: The additional 16¢ increase negotiated for Grades 14 and 15 will be paid if approved by the Anti-Inflation Board.

Cost of Living Allowance: Discontinued.

Paid Vacation: 2 weeks after 1 year of service, 3 weeks after 5 years, and 4 weeks after 15 years (all unchanged). Effective July 1, 1977, 5 weeks after 25 years (new).

Health and Welfare: Hospital Insurance - \$11 (\$6) per day room and board allowance.

Severance Pay (new): In the case of plant closure, employees will receive severance pay according to length of service:

1 to 4 years - 1 day's pay for each full year of continuous service.

5 to 14 years - $\frac{1}{2}$ week's pay for each full year of continuous service.

15 to 19 years - $\frac{1}{2}$ week's pay for each full year of continuous service plus 1 additional week

20 years or more - $\frac{1}{2}$ week's pay for each full year of continuous service plus 2 additional weeks.

Bereavement Leave: 1 day's paid leave in the event of the death of an employee's brother-in-law or sister-in-law (new).

Industrial Wire and Cable Company at Toronto - Local 7608, Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from August 18, 1976 to August 17, 1977, covering 250 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Aug. 18/76</u>
	General Increase	50¢*
	COLA Fold-in	26¢
	Additional Adjustment	20¢ for Machinists, Electricians and Plumbers
	Labourer	\$5.42-\$5.52 (\$4.66-\$4.76)
	Machinist	\$6.25-\$6.41 (\$5.29-\$5.45)

* Note: Increases are subject to approval by the Anti-Inflation Board. 39¢ is payable immediately.

Probationary period is 50 (60) working days. Maximum rate for Labourer reached after 6 months, for Machinist after 18 months.

Cost of Living Provision: Discontinued.

Shift Premiums: 0-18¢-18¢ (0-17¢-17¢).

Call-back Pay: \$12 (\$10).

Paid Vacations: 4 weeks after 13 (15) years, and 5 weeks after 23 (25) years.

Bereavement Leave: One day's paid leave (new) granted upon death of grandparents.

Health and Welfare: Life Insurance and A.D. and D. - \$7,000 (\$5,000).

Weekly Indemnity Plan - Benefits increase to \$100 (\$90) per week, payable on a 1 - 4 - 26 basis.

Pension Plan: \$4.50 (\$4.00) per month per year of past service.

Safety Shoe Allowance: \$20 (\$10) per employee per year.

LOGGING

Great Lakes Paper Company Ltd. at Thunder Bay - Lumber and Sawmill Workers' Union, Local 2693 of the United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC): A 24-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1978, covering 1,200 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/76</u>	<u>Sept. 1/77</u>
	COLA Fold-in	64¢	
	General Increases	58¢	50¢
	Adjustment, Class "A" Tradesmen and up	25¢	
	Labourer	\$7.13 (\$5.91)	\$7.63
	Carpenter	\$8.97 (\$7.50)	\$9.47

NOTE: There are no piecework operations covered by this agreement.

Wage Protection Factor: The general wage increase shown for the second year is based on a protection factor of 6% as provided under the terms of the Anti-Inflation program. If the protection factor is revised upward, the employer will implement the upward adjustment.

Cost of Living Allowance: Discontinued.

Shift Premium: Effective Sept. 1, 1977, 0-24¢-27¢ (0-22¢-25¢).

Work Location Premium: 30¢ (25¢) per hour for tradesmen and helpers assigned to a bush garage or required to work away from their assigned main camp.

Trainer Premium: For an employee assigned to train another employee or employees, 30¢ (25¢) per hour during the training assignment.

Paid Holidays Occurring During Layoff: An employee, who has otherwise qualified, will receive holiday pay for any holiday occurring up to 21 (14) days following layoff. An employee will also receive holiday pay if he is recalled and works within a period of 21 (14) days following a holiday.

Health and Welfare: Life Insurance - To conform to legislation, the plan has been amended to provide for the continuation of coverage to age 65 for any totally disabled employee whose disability commenced prior to his 65th birthday. Employer pays premium.

Weekly Indemnity - Coverage now applies to disabilities stemming from complications in pregnancy.

Dental Plan - Effective Jan. 1, 1978, payments will be based on the 1976 (1974) Ontario Dental Association schedule of fees.

O.H.I.P., Blue Cross Drug Plan and Semi-Private Hospital Care Plan - The employer will contribute \$17.84 (\$12.84) per month for single employees and \$36.13 (\$26.13) per month for married employees.

The employer's contribution to employees off work due to a Workmen's Compensation claim or a Short Term Disability claim will be continued for 6 months (new).

Travel Allowance:	Effective date of ratification, ranges from \$2.50 to \$8.80 (\$2.25-\$6.00) per week, according to camp location. Effective Sept. 1, 1977, \$2.75-\$9.60 per week.
Mileage Allowance:	18¢ (16¢) per mile for employees electing to use their own vehicle in lieu of Company transportation when transferred from camp to camp.
Allowance for Power Saw Usage:	Effective Sept. 1, 1976, a day worker will be paid either \$6.10 (\$5.50) or \$7.10 (\$6.50) per day depending on operations, and effective Sept. 1, 1977, \$6.45 or \$7.45 per day.
Payment for Power Saw Safety Attachment (new):	The employer will contribute \$25 per saw (to a maximum of 2 saws) toward the cost of installing a chain brake on saws currently in use.
Protective Clothing Subsidy:	The employer will sell to employees safety pants and safety boots at \$4 below invoice price to the company (previously, \$3 below invoice price and only if legislation required such apparel). Safety gloves will continue to be sold at \$3 below invoice price.
Fire and Theft Insurance:	Maximum \$1,000 (\$800) coverage, employer paid, against loss by fire of employees' personal belongings and loss by fire or theft of employee-owned power saws.
Bereavement Leave:	Brother-in-law and sister-in-law included in definition of "immediate family" for up to 3 days' paid leave.

Kimberly-Clark of Canada Ltd. (Pulp and Forest Products Division) at Long-lac - Lumber and Sawmill Workers' Union, Local 2693 of the United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC): A 24-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1978, covering 650 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Except as noted below, wages and other provisions are identical to the Great Lakes Paper Company Ltd. agreement with Local 2693 of the Carpenters as reported above.

Piecework Earnings: Cost of Living Allowance - The 64¢ COLA floating at the conclusion of the former agreement will not be folded into the piecework rate structure, but will continue to float throughout this agreement. To offset the resulting difference from hourly rates, the 64¢ float will be increased by 5¢ Sept. 1, 1976 and by a further 4¢ Sept. 1, 1977.

Rate Increases - The basic piecework rate will be increased by 6% Sept. 1, 1976 and by a further 5% Sept. 1, 1977.

Life Insurance: Provision remains unchanged from previous agreement.

Travel Allowance: Does not apply to the operation covered by this agreement.

RETAIL TRADE

Dominion Stores Ltd. at Toronto and various other centres in southern and eastern Ontario - Local 414, Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (full-time and part-time retail food employees): A 21-month renewal agreement effective from Oct. 4, 1976 to June 21, 1978, covering 10,000 employees, settled at the mediation stage. Duration of negotiations - 8 months.

Holdback: Pending review by the Anti-Inflation Board, \$8 of the \$28 increase scheduled for June 21, 1976 for full-time employees and 10¢ of the 50¢ increase scheduled for June 21, 1976 for part-time employees will be held in abeyance.

Wages:	<u>Effective</u>	<u>June 21/76</u>	<u>June 21/77</u>
COLA Fold-in		\$9.75 per week for full-time employees and a prorated amount for part-time employees	
General Increases*			
Full-time Employees		\$28 per week	\$20 per week
Part-time Employees		50¢ per hour	50¢ per hour

* The increases scheduled for June 21, 1976 apply to all employees on the payroll as of Oct. 4, 1976. New full-time Clerk A's, Clerk B's and Store Porters and all new part-time employees commencing employment after Oct. 4, 1976 will be placed on a wage schedule determined by adding 50% of the respective increases indicated above to the start rates of the previous wage schedules and prorating the increases to 100% at the top.

Similarly, the increases scheduled for June 21, 1977 apply to all employees on the payroll as of that date. New employees, as classified in the above paragraph, as well as Bakery Managers commencing employment after June 21, 1977, will be placed on a wage schedule determined by prorating the increases indicated for this date from 50% for start rates to 100% for top rates.

The following rates apply to employees on the payroll as of Oct. 4, 1976 and reflect the full increases.

<u>Weekly Rates</u>	<u>June 21/76</u>	<u>June 21/77</u>
Clerk "A" 0-30 months	\$185.75 - \$245.75 (\$148.00 - \$208.00)	\$205.75 - \$265.75
Meat Chief Clerk 0-12 months	\$283.75 - \$305.75 (\$246.00 - \$268.00)	\$303.75 - \$325.75

Cost of Living Allowance:

If the Consumer Price Index for any month during the first year of the agreement exceeds the CPI for June 1976 by 8%, an adjustment will be made the following month and quarterly thereafter. Similar adjustments will be made in the second year of the agreement should the CPI rise beyond 6% of the CPI for June 1977.

Adjustments, upward or downward, will be on the basis of a 1¢ change for each .5 point change in the CPI above the respective trigger points with a maximum upward adjustment of 15¢ in the first year and 10¢ in the second.

Any allowance forthcoming in the first year will be incorporated into the wage structure June 17, 1977. Otherwise the COLA will be considered as an add-on and not applicable to the calculation of benefits other than holiday or vacation pay.

- Shift Premium:** 50¢ (45¢) for hours worked between store closing and 9:00 a.m. the following morning. Applies to employees scheduled to work consecutive nights on this shift.
- Paid Holidays:** If a day is proclaimed as an official holiday and is generally observed by the retail trade in the area, it will be observed by the employer for a total of 11 holidays a year. (Previously, this provision was limited to the possible observation of Remembrance Day as a holiday.)
- Paid Vacation:** Effective in 1977, 1 week after 6 months of service, 2 weeks after 1 year, 3 weeks after 5 years, 4 weeks after 10 years (all unchanged), 5 weeks after 18 (20) years and 6 weeks (new) after 25 years.
- Court Leave:** Employer will make up the difference between witness fee and regular pay for an employee required to appear in court as a witness in any case directly affecting the employer.
- Jury Duty Leave:** Amended so that a night shift or off-shift employee, required to serve on a jury, will be rescheduled onto a day shift for the duration.
- Job Protection (new):** Full-time employees hired on or before June 21, 1976 will not be laid off except for the following reasons:
- a) department or store closings
 - b) reduction in business
 - c) improved methods
 - d) change in type of business

If any of the above exceptions results in a surplus of full-time employees with seniority prior to June 21, 1976, the employer agrees to discuss with the Union the possibility of alternate employment prior to lay-off notices being issued.

Dominion Stores Ltd. at Windsor and Amherstburg - Local 14045, United Steelworkers of America (AFL-CIO/CLC) (full-time and part-time retail food employees): A 22-month renewal agreement effective from Oct. 11, 1976 to July 31, 1978, covering 600 employees, settled at the mediation stage. Duration of negotiations - 7 months.

Provisions and changes concerning Holdback, COLA Fold-in, General Increases, Paid Holidays and Paid Vacation are the same as reported above for Dominion Stores Ltd. and Local 414, Retail, Wholesale and Department Store Union. The Cost of Living Allowance provision is also similar except that July 1976 and July 1977 are the base months and July 31, 1977 is the date of incorporation of the first year's COLA.

<u>Weekly Rates</u>	<u>Aug. 1/76</u>	<u>Aug. 1/77</u>
Clerk A 0-30 months	\$174.75 - \$245.75 (\$137.00 - \$208.00)	\$194.75 - \$265.75
Meat Chief Clerk 0-12 months	\$285.75 - \$306.75 (\$248.00 - \$269.00)	\$305.75 - \$326.75

The above rates apply to employees on the payroll on the date of ratification. Clerk A's, Clerk B's, Store Porters and part-time employees commencing employment after that date will receive a prorated increase as outlined in the above Dominion Store Ltd. agreement (page 600).

Lead Hand Night Shift Premium:	40¢ (35¢) per hour for employee in charge of a night shift.
Off-Shift Premium - Bakery Staff:	50¢ (45¢) per hour for Bakery Production staff regularly scheduled to work between 8 p.m. and 8 a.m.
Health and Welfare:	<u>Dental Plan</u> - Effective Nov. 11, 1976, coverage will be based on the 1976 (1974) Ontario Dental Association Schedule of Fees.

EDUCATION AND RELATED SERVICES

Durham Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 1,290 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/76</u>
	<u>Annual Rates</u>	
Teacher, Category 1 0-5 years		\$9,400-\$12,935 (\$8,890-\$12,215)
Teacher, Category 4 0-11 years		\$12,250-\$20,300 (\$11,700-\$19,180)
Teacher, Category 7 0-11 years		\$14,325-\$25,340 (\$13,650-\$23,770)
Principals 0-3 years		
"A" Schools (500 or more students and all Senior Public Schools)		\$28,400-\$30,700 (\$27,000-\$29,300)
"B" Schools (200-499 students)		\$26,200-\$29,000 (\$24,800-\$27,600)

Schools with 200 or less students are grouped under one principal.

Annual	Consultant	\$1,900-\$3,100
Allowance:	0-2 years	(\$1,800-\$3,100)

Durham Board of Education - Ontario Secondary School Teachers' Federation (OTF):

A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 900 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/76</u>
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Annual Rates

Teacher, Category I	\$12,250-\$20,300
0-11 years	(\$11,700-\$19,180)

Teacher, Category IV	\$14,325-\$25,340
0-11 years	(\$13,650-\$23,770)

Principal	\$32,475-\$35,750
0-3 years	(\$31,075-\$34,350)

Vice Principal	\$28,000-\$30,600
0-3 years	(\$26,600-\$29,200)

Responsibility	Director - \$2,500 (\$2,450)
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Allowances:

Department Heads:

Major - \$2,250 (\$2,200)

Minor - \$1,450 (\$1,400)

Assistant - \$950 (unchanged)

Co-ordinator - \$2,500 (\$2,450)
(applies to only one designated school).

Frontenac County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF):

A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 540 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/76</u>
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Increase	10.5% on the average salary
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Teacher - Level 1 (D)	\$8,713-\$12,125
0-6 years	(\$7,913-\$11,120)*

Teacher - Level 4 (A1)	\$10,507-\$19,300
0-10 years	(\$ 9,757-\$18,200)*

Teacher - Level 7 (A4)	\$12,312-\$23,428
0-13 years	(\$11,562-\$22,378)*

Sept. 1/76

Principal - "A" Schools \$24,218-\$27,085
0-4 years (\$23,168-\$25,340)*

*Adjusted rates subsequent to AIB review.

Lump Sum Payment: The Board will pay an earnings protection allowance of \$605 to each teacher covered by the agreement.

Cost of Living Allowance: \$5 for every .1 rise in the Ottawa Consumer Price Index (1961 equals 100) during the period June 1, 1976 to May 31, 1977 after the Index rises 8% over the May 1976 Base Figure. (Previously, \$5 for every .1 rise in the Consumer Price Index after an increase of 5.0 points during the 12-month period Nov. 1975 to Nov. 1976, based on the CPI of Nov. 1975 - 184.6.)

Frontenac County Board of Education - Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/76</u>
Teacher - Category I		\$11,250-\$20,400
0-11 years		(\$ 9,367-\$17,696)
Teacher - Category IV		\$13,450-\$24,800
0-12 years		(\$11,370-\$21,702)
Principal		\$31,300-\$34,650
0-4 years		(\$27,606-\$30,663)

Supplementary Allowance: \$210 will be paid to each teacher covered by the agreement on or by Jan. 31, 1977. The allowance will be prorated for those not completing a full school year or working less than full-time.

Cost of Living Allowance: \$5 for every .1 rise in the Ottawa Consumer Price Index (1961 equals 100) during the period June 1, 1976 to May 31, 1977 after the Index rises 8% over the May 1976 Base Figure. (Previously, semi-annual payments of \$5 for every .1 rise in the Ottawa Consumer Price Index (1961 equals 100) beyond 5.0 points during the 18-month period Nov. 1974 to May 1976, based on the CPI of Nov. 1974 - 167.5.)

Hamilton-Wentworth Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and L'Association des enseignants franco-ontariens (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 1,100 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/76</u>
General Increase		10.4%

Sept. 1/76

Teacher, Category D 0-6 years	\$8,456-\$12,344 (\$7,659-\$11,181)
Teacher, Category A1 0-11 years	\$11,405-\$19,829 (\$10,331-\$17,961)
Teacher, Category A4 0-11 years	\$13,764-\$25,035 (\$12,467-\$22,677)
Principal (Overall Range)	\$23,747-\$29,800 (\$21,747-\$27,444)

Health and
Welfare:

Life Insurance - Employer pays 90% (85%) of the premium.

Dental Plan - Employer pays 75% (65%) of the premium.

Long Term Disability - Employer pays 70% (65%) of the premium.

Kent County Board of Education - Ontario Secondary School Teachers' Federation and L'Association des enseignants franco-ontariens (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 500 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Holdback:

The wage rates shown below reflect the full increases negotiated for this agreement. However, pending review by the Anti-Inflation Board, the actual increase paid out will be only 8%.

Wages:

Effective Sept. 1/76

Annual Rates

Teacher, Category 1 0-10 years	\$11,500-\$19,500 (\$10,455-\$17,705)
Teacher, Category 4 0-11 years	\$13,600-\$24,380 (\$12,390-\$22,015)
Principal 0-2 years	\$31,645-\$33,845 (\$29,275-\$31,445)
Vice-Principal 0-2 years	\$27,305-\$29,505 (\$24,935-\$27,105)

Responsibility Director - \$2,500 (\$2,425).

Allowances:

Department Heads

Major - \$2,100 (\$2,035)

Minor - \$1,600 (\$1,550)

Assistant - \$1,300 (\$1,250).

Health and
Welfare:

Dental Plan (new) - The employer will pay the premium cost for a preventative dental care plan to a maximum of \$30,000.

Lakehead Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 630 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/76	Jan. 1/77
General Increases		6%	2% non-compounded
<u>Annual Rates</u>			
Teacher, Category D 0-5 years		\$10,043-\$13,379 (\$ 9,475-\$12,625)	\$10,233-\$13,635
Teacher, Category A1 0-10 years		\$11,930-\$19,400 (\$11,255-\$18,305)	\$12,155-\$19,765
Teacher, Category A4 0-11 years		\$14,182-\$25,017 (\$13,380-\$23,610)	\$14,450-\$25,494
Principal 0-4 years		\$25,016-\$27,136 (\$23,600-\$25,600) plus \$150 per supervised teacher	\$25,488-\$27,648 plus \$150 per supervised teacher

Co-ordinator:

- K-8 Effective Sept. 1, 1976, grid plus an allowance to a maximum of \$27,817 (\$26,400), and effective Jan. 1, 1977, to a maximum of \$28,294.
- K-13 Effective Sept. 1, 1976, grid plus an allowance to a maximum of \$28,317 (\$26,900), and effective Jan. 1, 1977, to a maximum of \$28,794.

Assistant Co-ordinator:

Effective Sept. 1, 1976, grid plus an allowance to a maximum of \$27,307 (\$25,900), and effective Jan. 1, 1977, to a maximum of \$27,784.

Cost of Living Allowance: Adjustments will be made each month by multiplying monthly salaries by the amount that the Consumer Price Index for Thunder Bay for each succeeding previous month exceeds an 8% rise beyond the Aug. 1976 CPI for Thunder Bay.

Health and Welfare: Dental Plan - Periodontal, endodontic, and surgical coverage added. The employer pays 85% (100%) of the premium.

Lakehead Board of Education - Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 560 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/76	Jan. 1/77
General Increases		6%	2% non-compounded

	<u>Sept. 1/76</u>	<u>Jan. 1/77</u>
<u>Annual Rates</u>		
Teacher, Category 1 0-10 years	\$11,930-\$19,400 (\$11,255-\$18,305)	\$12,155-\$19,765
Teacher, Category 4 0-11 years	\$14,182-\$25,017 (\$13,380-\$23,610)	\$14,450-\$25,494
Principal 0-3 years	\$31,270-\$35,509 (\$29,500-\$33,500)	\$31,860-\$36,180
Vice Principal 0-3 years	\$28,620-\$30,210 (\$27,000-\$28,500)	\$29,160-\$30,780

Cost of Living Allowance: Adjustments will be made each month by multiplying monthly salaries by the amount that the Consumer Price Index for Thunder Bay for each succeeding previous month exceeds an 8% rise beyond the Aug. 1976 CPI for Thunder Bay.

Responsibility Allowance: Co-ordinator - Effective Sept. 1, 1976, \$3,487 (\$3,290) and effective Jan. 1, 1977, \$3,553.

Health and Welfare: Dental Plan - Periodontal, endodontic and surgical coverage added. The employer continues to pay 50% of the premium.

Lanark County Board of Education - Ontario Secondary School Teachers' Federation (OTF):

A 12-month renewal agreement effective from September 1, 1976 to August 31, 1977, covering 210 employees, settled at the fact-finder stage. Duration of negotiations - 8 months.

Wages:	<u>Sept. 1/76</u>	<u>Jan. 1/77</u>
Effective		
Increase	6.6%	1.9%
Teacher A1 0-11 years	\$10,750-\$20,010 (\$10,080-\$18,770)	\$10,950-\$20,380
Teacher A4 0-12 years	\$13,720-\$25,100 (\$12,870-\$23,550)	\$13,980-\$25,580
Principal 0-3 years	\$32,230-\$34,700 (\$29,900-\$32,300)	

Cost of Living Provision: Inoperative during term of agreement.

Bereavement Leave: 3 days' paid leave on death of parent, stepmother, stepfather, child, stepchild, sibling, father-in-law, mother-in-law, ward and total dependant, 2 days' paid leave on death of daughter- or son-in-law, brother- or sister-in-law and grandparent, and 1 day's paid leave to attend funeral of relative not covered in the above. (Previously up to 5 days in any school year to attend funeral of spouse, child, parent, sibling, grandparent and parent-in-law.)

Lennox and Addington County Board of Education - Ontario Public School Men

Teachers' Federation and Federation of Women Teachers' Associations of Ontario (OTF): A 12-month renewal agreement effective from September 1, 1976 to August 31, 1977, covering 260 employees, settled at the fact-finder stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/76</u>
	Increases	\$400-\$1,500
	Teacher Category D 0-6 years	\$8,600-\$12,200 (\$8,200-\$11,600)
	Teacher Category A4 0-11 years	\$13,700-\$24,400 (\$13,100-\$22,900)

Nipissing Board of Education - Elementary Public School Teachers and Teachers of Trainable Retarded Children (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 310 employees, settled with the assistance of a mediator. Duration of negotiations - 7½ months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	7%
	Teacher Category 1 - D 0 - 5 years	\$8,950 - \$11,630 (\$8,360 - \$10,860)
	Teacher Category 7 - A4 0 - 11 years	\$14,500 - \$25,700 (\$13,540 - \$24,010)

Cost of Living Allowance: 1% for each 1% rise in the Consumer Price Index (formula unchanged) from Apr. 30, 1976 to Apr. 30, 1977, rounded to the nearest tenth. Trigger of 8% (new). Payment to be made once during term of agreement in June 1977.

Northumberland and Newcastle Board of Education - District 49, Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 437 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	6.4% on the grid
	Teacher Category 1 0 - 11 years	\$11,100 - \$19,300 (\$10,434 - \$18,142)
	Teacher Category 4 0 - 12 years	\$13,675 - \$25,000 (\$12,855 - \$23,500)

Cost of Living Provision: Discontinued.

The Peel Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 2,350 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Sept. 1/76</u>
	<u>Annual Rates</u>	
	Teacher, Level 1 0-5 years	\$9,702-\$13,894 (\$8,991-\$12,876)
	Teacher, Level 4 0-8 years	\$12,217-\$18,924 (\$11,322-\$17,538)
	Teacher, Level 7 0-10 years	\$15,571-\$23,955 (\$14,430-\$22,200)
	Principal 0-4 years	\$28,147-\$31,501 (\$26,085-\$29,193)
	Vice-Principal 0-4 years	\$23,117-\$26,470 (\$21,423-\$24,531)
	Co-ordinator 0-4 years	\$27,381-\$30,734 (\$25,375-\$28,483)
	Consultant (Curriculum Assts.) 0-4 years	\$27,381-\$30,734 (\$25,375-\$28,483)

Sick Leave: 20 days per school year cumulative to a maximum of 260 (240) days.

Health and Welfare: Group Life and A.D. & D. - All employees have the option of selecting coverage equal to 1 or 2½ times their annual salary computed to the nearest \$500. (Unchanged for female employees, but previously coverage for male employees was computed solely at 2½ times annual salary to nearest \$500.)

Perth County Board of Education - District 22, Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 305 employees, settled at the bargaining stage. Duration of negotiations - 7½ months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	9.8% on the grid
	Teacher Group I 0-11 years	\$11,468-\$19,136 (\$10,475-\$17,494)
	Teacher Group IV 0-11 years	\$13,549-\$24,200 (\$12,380-\$22,122)
	Principal 0-2 years	\$31,560-\$33,560 (\$29,357-\$31,261)

Previous rates include lump sum cost-of-living payments made in April, May and June of 1976 and totaling 5/12 of .78% of annual salary.

Cost of Living Provision: Discontinued.

Welfare: Life Insurance - Employer pays 75% of cost of premiums for first \$25,000 (\$10,000) coverage. Employee pays total cost of any additional coverage.

Responsibility Allowances:	Shop and Commercial Director	-\$2,300 (\$2,200)
	Department Head	-\$2,100 (\$2,000)
	Assistant Department Head	-\$1,050 (\$1,000)
	Minor Head	-\$1,050 (\$1,000)

Renfrew County Board of Education - Renfrew County Elementary Public School Teachers (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 420 employees, settled at the fact-finder stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	8.3% on the grid
	Teacher D	\$8,717 - \$11,284
	0 - 5 years	(\$8,049 - \$10,419)
	Teacher A4	\$13,805 - \$24,954
	0 - 12 years	(\$12,747 - \$23,042)

Cost of Living Provision: Discontinued.

The COLA fold-in provided for in the 1975-1976 agreement was rolled back in conformity with anti-inflation guidelines. Previous rates are the salary grid of the 1975-1976 agreement as revised by the Anti-Inflation Board.

Mileage Allowance: 17¢ (15¢) per mile.

Stormont, Dundas and Glengarry Counties Board of Education - Ontario Secondary School Teachers' Federation and L'Association des enseignants franco-ontariens (OTF): An 8-month renewal agreement effective from Jan. 1, 1976 to Aug. 31, 1976, covering 525 employees, settled by arbitration. Duration of negotiations - 14 months.

Wages:	Effective	<u>Jan. 1/76</u>
	Average Increase	14%
	<u>Annual Rates</u>	
	Teacher - Group 1	\$11,400 - \$18,800
	0-11 years	(\$ 9,500 - \$16,900)
	Teacher - Group 4	\$13,000 - \$23,200
	0-11 years	(\$11,100 - \$20,900)

Jan. 1/76

Principal	\$30,500 - \$32,500
0-4 years	(\$27,500 - \$29,500)

Responsibility Allowances: All allowances for positions of responsibility are increased by 14%.

Health and Welfare: OHIP, Blue Cross Semi-Private, Extended Health Benefits and Dental Plan - Employer pays 75% (66 2/3%) of premium.

York County Board of Education - Federation of Women Teachers Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 1,300 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages: Effective Sept. 1/76

Annual Rates

Teacher, Level 1	\$8,800-\$12,250
0-5 years	(\$8,100-\$11,100)

Teacher, Level 4	\$12,000-\$20,350
0-11 years	(\$11,054-\$18,453)

Teacher, Level 7	\$14,140-\$25,300
0-11 (12) years	(\$12,995-\$22,764)

Principals
0-5 years

Schools with 500 or more students	\$27,300-\$31,050 (\$25,350-\$28,850)
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Schools with less than 500 students	\$25,600-\$29,350 (\$23,800-\$27,300)
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Cost of Living Allowance: Discontinued.

Responsibility Allowances: Vice-Principal - \$2,100-\$4,500 (\$2,000-\$4,400).
0-4 years

Master Teacher (i.e. Consultant) - \$2,650-\$3,725
0-3 years (Previously, there were 2 classes, MT1 ranging from \$2,250 to \$2,800 over 2 years, and MT2 ranging from \$3,150 to \$4,250 over 3 years.)

Head Teacher - \$350 (\$300) per classroom.

Lead Teacher - \$675 (\$600).

Extra Degree Allowance: Ph.D. or D.Ed. - \$700 (\$600), M.A. or M.Ed. - \$550 (\$500), and for a second Bachelor's degree - \$200 (unchanged).

Health and
Welfare:

O.H.I.P. - The employer pays 75% (50%) of the premium.

Dental Plan - The employer pays 100% (50%) of the charges based on the 1976 (1974) Ontario Dental Association Schedule of Fees.

Ontario Council of Regents of Colleges of Applied Arts & Technology, province-wide - Ontario Public Service Employees Union (support staff employees): A 17-month renewal agreement effective from Apr. 1, 1976 to Aug. 31, 1977, covering 3,500 employees, settled at the fact finder stage. Duration of negotiations - 11 months.

Holdback: Pending review by the Anti-Inflation Board, 5¢ of the 45¢ general increase shown below will be held in abeyance.

Wages:	Effective	<u>Apr. 1/76</u>	<u>Apr. 1/77</u>
	General Increases	45¢	21¢
	Clerk 1, General	\$3.24-\$3.71 (\$2.79-\$3.26)	\$3.45-\$3.91
	Technologist 3	\$7.73-\$8.94 (\$7.28-\$8.49)	\$7.94-\$9.15

Shift Premium: Effective date of ratification, 18¢ (16¢) per hour for all hours worked between 5 p.m. and 6 a.m. Where more than 50% of the hours worked on any regular shift fall within this period, the premium will apply to all hours worked.

Paid Vacation: 3 weeks after 1 year of service (unchanged), 4 weeks after 12 (15) years and 5 weeks after 25 years (unchanged).

Bereavement
Leave: Grandchild and guardian of employee added for 1 or more days of paid leave, with duration of leave to be at the discretion of the College.

Unpaid Leave
for Child
Adoption
(new): Up to 6 weeks of unpaid leave may be granted an employee for the legal adoption of a child.

Paid Leave
for Citizenship
(new): An employee may be granted up to 1 shift of paid leave for time spent during regular working hours to acquire Canadian Citizenship papers.

Liability
Insurance
(new): Effective the first of the month following ratification, each College will provide liability coverage for employees in the performance of their duties.

Mileage Allowance (new):	Northern Ontario	0 to 5,000 miles - 20¢/mile 5,001 to 15,000 miles - 15¢/mile 15,001 miles or more - 13¢/mile
	Southern Ontario	0 to 5,000 miles - 19¢/mile 5,001 to 15,000 miles - 14¢/mile 15,001 miles or more - 12¢/mile

University of Toronto (Libraries) - Local 1230, Canadian Union of Public Employees (CLC) (non-professional employees): A 12-month renewal agreement effective from July 1, 1976 to June 30, 1977, covering 393 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages: Lump sum settlement pay of \$200 for employees at the top of their progression, to be paid July 1, 1976.

Effective	July 1/76
General Increase	9%*
Library Technician II	\$7,595-\$9,033 (\$6,968-\$8,287)
Programmer III	\$15,231-\$18,407 (\$13,973-\$16,887)

Probationary period is 90 working days. Maximum rates reached after four 1-year increases.

* Note: Increases are subject to approval by the Anti-Inflation Board.

Bereavement Leave: Grandparents included in up to 3 days' paid leave (new).

University of Windsor - Local 1001, Canadian Union of Public Employees (CLC):
A 12-month renewal agreement effective from July 1, 1976 to June 30, 1977, covering 211 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	July 1/76
	COLA Fold-in	32¢
	General Increase	53¢
	General Cafeteria Help	\$5.11 (\$4.26)
	Plumber	\$9.80 (\$8.95)

Cost of Living Allowance: 5¢ float remaining from previous agreement after fold-in effective July 1, 1976.

1¢ per hour for each .5 change in the Consumer Price Index (1961 = 100), to be adjusted quarterly (formula unchanged). Adjustments commence July 3, 1976.

Shift Premiums: 0 - 25¢ - 30¢ (0 - 22¢ - 27¢).

Health and Welfare: Dental Plan - Employer pays 100% (new) of cost of premiums for Green Shield Dental Plan Plus 4.

Uniform Allowance: \$86.40 (\$80.00) per year to each female employee with seniority in the bargaining unit, prorated where necessary.

HEALTH AND WELFARE SERVICES

Central Hospital and 27 other Ontario hospitals - Various locals, Canadian Operating Engineers (CCU): Renewal agreements with 23 hospitals whose agreements expired December 31, 1975, with 4 hospitals whose previous agreements expired October 31, 1975 and 1 hospital whose agreement expired March 31, 1976. All 28 agreements covering 230 employees expire October 15, 1977 and were settled at arbitration. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Apr. 1/76</u>	<u>Jan. 1/77</u>
	General	\$43 per	\$93 for St.	All rates
	Increases	month*	Catharines	to be equal
			General, \$50	to rates pay
			for all other	able in Toro
			hospitals	plus \$57

Central Hospital, Toronto

3rd Class Engineer	\$6.55 per hour (\$6.30)	\$6.84	\$7.17
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Salvation Army Grace Hospital, Windsor

4th Class Engineer	\$5.71 (\$5.46)	\$6.00	\$6.62
3rd Class Engineer	\$6.31 (\$6.06)	\$6.60	\$7.17

* Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premiums: Effective January 1, 1976 (April 1, 1976 for St. Catharines General Hospital), 0 - \$1.40 - \$1.40. Effective Jan. 1, 1977, 0 - \$1.55 - \$1.55.

Paid Holidays: 11 days in 1976 and 1977.

Paid Vacations: Effective in 1976, 3 weeks after 5 years and 4 weeks after 15 years
Effective in 1977, 3 weeks after 4 years and 4 weeks after 13 years

Health and Welfare: Life Insurance - Effective October 1, 1976, employer pays 80% of cost of premiums.

Extended Health Care Plan - Effective November 1, 1976, employer pays 50% of the cost of current premium (\$10 single and \$20 family deductible, no co-insurance) for participating employees.

OHIP - Employer pays 100% of cost of premiums.

Meal Allowance: For Central Hospital only, \$2.00 (\$1.50).

Hospitals Involved

Bowmanville General	St. Catharines General
Chatham Public General	St. Joseph's, Toronto
Central, Toronto	St. Mary's General, Kitchener
Douglas Memorial, Fort Erie	Salvation Army Grace, Windsor
Etobicoke General	Scarborough Centenary
Hotel Dieu, St. Catharines	Shaver Hospital for Chest Diseases, St. Catharines
Hotel Dieu, Windsor	Sunnybrook, Toronto
Kemptville District	Toronto East General
Kitchener Waterloo	Toronto General
Metropolitan General, Windsor	Toronto Western
Mississauga	Windsor Western
Northwestern General, Toronto	York Central, Toronto
Oshawa General	York-Finch General, Toronto
Queensway General, Toronto	
Riverdale, Toronto	

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (heating, power and stationary plant operation group-supervisory and non-supervisory employees): Two 20-month renewal agreements effective from Oct. 26, 1976 to June 30, 1978, with a wage increase retroactive to July 1, 1976. The agreements cover a total of 2,900 employees and were settled at the conciliation board stage. Duration of negotiations - 6 months.

Wages:	Effective	July 1/76	July 1/77
	General Increases	8%	8%
	HP-1	\$10,511-\$10,816 (\$ 9,732-\$10,015)	\$11,352-\$11,681
	HP-8	\$19,606-\$21,475 (\$18,154-\$19,884)	\$21,174-\$23,193

Wage Review: The Board recommends that since the agreement runs into the second year of the Anti-Inflation Guidelines the parties enter into a memorandum of agreement providing a review of pay rates effective July 1, 1977, based on comparison with outside rates of pay for similar occupations and the provisions of the Anti-Inflation Guidelines.

Shift Premium: 0-16¢-23¢ (0-12½¢-18½¢).

Weekend Premium (new): 10¢ per hour for all hours worked on Saturday and Sunday. Effective July 1, 1977, the premium will be 20¢ per hour.

Paid Vacation: 3 weeks after 1 year of service, 4 weeks after 15 (18) years, and 5 weeks after 28 (30) years.

Penological Factor Allowance: \$1,000 (\$850).

LOCAL ADMINISTRATION

Ottawa City - Ottawa Police Association Ltd. (Ind.): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 680 employees, settled at the bargaining stage. Duration of negotiations - 13 months.

Holdback: The employer is withholding 1.8% of the negotiated wage increase pending approval by the Anti-Inflation Board.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	9.8%
	<u>Annual Rates</u>	
	Police Constable (3rd Class)	\$14,250 (\$12,978)
	Police Constable (1st Class)	\$17,590 (\$16,020)
	Staff Sergeant	\$22,098 (\$20,126)
	Staff Superintendent	\$32,469 (\$29,571)

Paid Vacation: 3 weeks after 1 year of service (unchanged), 4 weeks after 13 (15) years and 5 weeks after 20 years (unchanged).

Health and Welfare: Group Life Insurance - Employer contributes \$14 (\$12) per month per employee.

Salary Maintenance (new): When a member of the police force is killed while on duty, the surviving spouse will receive the salary of the police officer's rank including adjustments, reduced by the amount the spouse receives from the Workmen's Compensation Board, the Canada Pension Plan, the employee's pension fund and any other income source to which the employer contributed in whole or in part. The maintenance of salary will continue as long as there is a dependent child or for 5 years, whichever is longer. In any case, payment ceases at the time when the deceased officer would have reached the age of retirement.

Plain Clothes Allowance: \$475 (\$425) annually.

Peel Regional Board of Commissioners of Police - Peel Regional Police Association (Ind.) (uniformed officers and cadets): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 570 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

The following provisions have been approved by the Anti-Inflation Board:

Wages: Effective Jan. 1/76

Annual Rates*

Constable	\$13,606
3rd Class	(\$12,958)

Constable	\$17,400
1st Class	(\$15,611)

Staff	\$24,576
Inspector	(\$18,734)

* Based on 2,080 hours per annum.

Overtime Inspectors and members at or above the rank of Staff Inspector
Exclusion: will receive overtime payments only in special circumstances
 at the discretion of the Chief. (Previously, Inspectors were
 not included in this clause.)

Paid Vacation: 2 weeks after 1 year of service, 3 weeks after 4 (5) years, 4 weeks after 12 (15) years and 5 weeks after 18 (20) years.

Health and Welfare: Dental Plan (new) - Effective Oct. 1976 a basic dental plan will be instituted with the employer paying 100% of the premiums.

Acting Detective Allowance: Members assigned to the Criminal Investigation Branch or Identification Branch will receive an allowance of \$750 in the second year of assignment. (Previously, assignments to these two Branches as well as to the Detective Branch or Intelligence Branch earned \$350 the first year and \$350 the second.)

Meal Allowance: Now applies to trips outside of the Region (previously, Divisional area).

Mileage Allowance: The 15¢ per mile allowance for attendance at courts, inquests or litigations now applies to trips outside of the Region (previously, Divisional area).

Addendum

June 1976 Settlements

EDUCATION AND RELATED SERVICES

Elgin County Board of Education - Ontario Public School Men Teachers'

Federation and Federation of Women Teachers' Associations of Ontario (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 451 employees, settled at the bargaining stage and ratified in June 1976. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	3.2%-11.4%
	Teacher Category D 0 - 8 years	\$9,000-\$13,650 (\$8,500-\$12,650)
	Teacher Category A4 0 - 12 years	\$13,400-\$24,000 (\$12,700-\$22,100)
Sick Leave:	Maximum accumulation of credits is 220 (200) days for sick leave purposes, 200 days (unchanged) for retirement gratuity purposes.	
Death Gratuity:	Service requirement is 5 (10) years for death benefits under Retirement Gratuity Plans B and C.	

Nipissing District Roman Catholic Separate School Board - L'Association des enseignants franco-ontariens and Ontario English Catholic Teachers' Association (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 440 employees, settled at the bargaining stage and ratified in June 1976. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	6.5% - 8.7%
	Teacher Category D 0 - 5 years	\$8,905 - \$11,805 (\$8,360 - \$10,860)
	Teacher Category A4 0 - 11 years	\$14,443 - \$25,636 (\$13,540 - \$24,010)

Retirement Gratuity: Allowance not to exceed \$7,500 (\$6,000) in total.

Health and Welfare: Life Insurance and A.D. & D. - \$20,000 (\$5,000) coverage.

OHIP and Semi-Private Hospitalization - Employer pays 100% (85%) of cost of premiums.

Drug Plan - Employer pays 100% (75%) of cost of premiums.

Dental Plan - Employer pays 60% (50%) of cost of premiums.

This settlement has been approved by the Anti-Inflation Board.

August 1976 Settlement

FURNITURE AND FIXTURE

Storwal International Ltd. at Pembroke - Local 3257, Steelworkers (AFL-CIO/CLC):

A 24-month renewal agreement effective from Apr. 27, 1976 to Apr. 26, 1978, covering 260 employees, settled at the post-mediation officer bargaining stage and ratified in August 1976. Duration of negotiations - 4½ months.

Wages: Settlement pay of \$100 for each hourly-paid employee with plant seniority, to be paid upon contract's signing.

Effective	<u>July 1/76</u>	<u>Apr. 27/77</u>
General Increases	35¢ for incentive workers, 44¢ for non-incentive workers	25¢

Non-Incentive Rates

General Labour	\$3.84 (\$3.40)	\$4.09
Maintenance Mechanic "A"	\$4.36 (\$3.92)	\$4.61
R & D Technician	\$5.04 (\$4.60)	\$5.29

Paid Vacations: Effective Apr. 27, 1976, 4 weeks after 12 (15) years' service.
Effective Apr. 27, 1977, 4 weeks after 10 years' service.

Bereavement Leave: Grandparents of employee's spouse added for one day's paid leave.

Health and Welfare: Life Insurance and A.D. & D. - \$5,000 (\$4,000) coverage.

Weekly Indemnity - Benefits are a flat \$133 per week (previously, 66 2/3% of weekly earnings to a maximum of \$123 per week).

Pension Plan: Survivor Pension - The surviving spouse of an employee who dies after becoming eligible for any form of pension benefit under the Company plan (whether the employee is retired or still employed by the employer) receives a monthly pension for life equal to 50 per cent of the pension which the deceased spouse was receiving or would have been entitled to receive, assuming the date of his death was his normal retirement date for purposes of this plan.

September 1976 Settlements

ELECTRICAL PRODUCTS

Burndy Canada Ltd. at Scarborough - Machinists (AFL-CIO/CLC): A 21½ - month re-

new agreement effective from Sept. 20, 1976 to June 30, 1978 covering 200 employees, settled at the conciliation officer stage and ratified in September 1976. Duration of negotiations - 3½ months.

Wages:

Full retroactivity to July 1, 1976 on all hours worked, with over-time hours to be paid at time and one-half and paid Plant holidays to be calculated as 8 hours worked.

Effective	<u>Sept. 20/76</u>	<u>July 1/77</u>
General Increases	11%	8%*
Grade 3 (Utility Assembler)	\$4.23 - \$4.54 (\$3.81 - \$4.09)	\$4.57 - \$4.90
Grade 11 (Tool & Die Maker)	\$6.87 - \$7.15 (\$6.19 - \$6.44)	\$7.42 - \$7.72

Probationary period is 50 working days. Maximum rates for Utility Assembler reached after increases at 50 working days, 6 months and 12 months and for Tool & Die Maker after increases at 50 working days and 6 months.

*Note: In the event that the basic protection factor set by the Anti-Inflation Board in the second guideline year is increased from 6%, then the 8% wage increase effective July 1, 1977 shall be increased by the same amount.

Paid Holidays: Boxing Day is added for a total of 11 (10) days.

Paid Vacation: 3 weeks after 7 (8) years' service and 4 weeks after 17 (18) years

Overtime Meal Allowance: \$2.50 (new) after 3 hours of overtime provided employee was not notified of the overtime on or before the previous day.

Safety Shoe Allowance: Effective Jan. 1, 1977, employer pays a maximum of \$20 (\$18) toward the cost of purchasing one pair of safety shoes per calendar year for each employee who has completed the probationary period.

Effective Jan. 1, 1977, employer pays a maximum of \$20 (\$18) toward the cost of purchasing a second pair of safety shoes per calendar year for employees in the furnace room who have completed the probationary period.

Prescription Safety Glasses: Effective Jan. 1, 1977, employer pays a maximum of \$12 (\$10) toward the cost of prescription safety glasses for each employee who has completed the probationary period, to a maximum of one new pair per year.

Temporary Transfer: Employee receives the higher of his own regular rate of pay or the rate of the job to which he is temporarily transferred when the transfer is in excess of 2 (8) hours in any one calendar week.

Crown Witness Pay: An employee subpoenaed as a witness for the Crown receives the difference between his regular rate of pay and the witness fee received (new).

NON-METALLIC MINERAL PRODUCTS

St. Lawrence Cement Co. (Mississauga Plant, Ogden Point Quarry and Cement Dis-

tributing Depots) at Mississauga - Local 366, Cement Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Oct. 1, 1976 to Sept. 30, 1978, covering 205 employees, settled at the bargaining stage and ratified in September 1976. Duration of negotiations - 1 month.

Wages:	Effective	Oct. 1/76	Oct. 1/77
	General Increases	\$1.06*	80¢
	Class 1 (Labourer)	\$6.23-\$6.87 (\$5.17-\$5.81)	\$7.03-\$7.67
	Class 18 (Journey- man Senior)	\$8.31 (\$7.25)	\$9.11

Previous rates include an allowance of 47¢ per hour generated by the cost of living provision in the previous agreement and folded into wage rates quarterly during the term of that agreement.

Probationary period is 50 working (60 calendar) days. Maximum rates for Labourer reached after one increase of 50 working days.

* Note: Increases are subject to approval by the Anti-Inflation Board. 91¢ is payable immediately.

Cost of Living Allowance: Cost of living provision is suspended during the first year of the agreement.

Effective Oct. 1, 1977, cost of living provision under the previous contract will be operative, i.e. 1¢ for each .3 rise in the C.P.I. with 1971 (previously 1961) equal to 100. Formula is effective up to the guideline amount only.

Shift Premiums: 0-25¢-45¢ (0-20¢-40¢).

Call-back Pay: Time and one-half for the first 2 (3) hours, double time thereafter.

Overtime Pay: Time and one-half for the first 2 (3) hours, double time thereafter.

Paid Vacation: Effective in Jan. 1977, 5 weeks after 18 (20) years' service.

Bereavement Leave: Two days' paid leave (new) upon the death of employee's grandfather, grandmother or grandchild.

Sick Leave Provision: Discontinued.

Health and Welfare: Life Insurance and A.D. & D. - \$15,000 (\$12,000) coverage.

Weekly Indemnity - Benefits range between \$143 per week for employees in Class 1 and \$208 per week for employees in Class 21. (Previously benefit was a flat \$120 per week.) Payable on a 1-4-78 basis with 'day' being a working (previously calendar) day.

Dental Plan: Major Dental Plan with \$10/\$20 deductible, 50% - 50% co-insurance. Service requirement for coverage under the Plan is 1 year. (Previously, Basic Dental Plan with \$10/\$20 deductible, 80% - 20% co-insurance and no service requirement.)

Pension Plan: Basis of benefit calculations updated to 1974 (1972) earnings.

Meal Allowance: Employer supplies meals valued at up to \$3.50 or \$3.00 (\$2.00) allowance in lieu.

Prescription Safety Glasses: Maximum of \$35 (\$25) every two years.

RETAIL TRADE

Dominion Stores Ltd. at Toronto - Local 414, Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (warehousemen): A 21-month renewal agreement effective from Sept. 26, 1976 to June 21, 1978, covering 600 employees, settled at the mediation stage in Sept. 1976. Duration of negotiations - 7 months.

Holdback: Pending review by the Anti-Inflation Board, \$4 of the \$26 weekly increase scheduled for June 21, 1976 will be held in abeyance.

Wages:	Effective	<u>June 21/76</u>	<u>June 21/77</u>
	COLA Fold-in	25¢ per hour	
	<u>General Increases</u>		
	Full-time Employees	\$26 per week	\$20 per week
	Part-time Employees	43¢ per hour	33¢ per hour
	<u>Weekly Rates</u>		
	"A" Cleaner	\$225.00 - \$254.50	\$245.00 - \$274.50
	0-6 months	(\$189.00 - \$218.50)	
	Warehouseman	\$260.50 - \$301.00	\$280.50 - \$321.00
	0-18 months	(\$224.50 - \$265.00)	

The above rates apply to employees on the payroll on the date of ratification. Warehousemen, "A" Cleaners, "B" Cleaners, Packers and part-time employees commencing employment after that date will receive a prorated increase as in the agreement between Dominion Stores Ltd. and the Retail Food Employees, reported on pages 600-601.

Cost of Living Allowance: Same provisions as reported in the above Dominion Store Ltd. agreement.

Safety Boots Allowance: \$30 (\$25) in the first year of the agreement and \$35 in the second.

Negotiations in Progress during October 1976 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage*
tibi Paper Co. (Lakehead oodlands, Sault Ste. Marie and roquois Falls Divs.), Thunder ay, Sault Ste. Marie and roquois Falls	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC) (woods empls.)	1,560	CO
ied Chemical Canada Ltd., mherstburg	Auto Workers (CLC)	500	B
frican Can of Canada Ltd., rampton	Printing and Graphic Communications (AFL-CIO/CLC)	300	B
frican Can of Canada Ltd. Woodlands Dept.), Marathon	Carpenters (AFL-CIO/CLC)	250	B
frican Motors (Canada) Ltd., rampton	Auto Workers (CLC)	1,175	FCB
leville General Hospital, elleville	Ont. Nurses' Assn. (Ind.)	450	B
ndix Home Systems Ltd., Hensall	Carpenters (AFL-CIO/CLC)	320	B
nt County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	560	MED
nt County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	389	PMB
Brant Memorial Hospital, Burlington	Ont. Nurses' Assn. (Ind.)	322	B
nce County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	203	F
nce County Board of Education	Teachers Federations	295	F
ada Safeway, southeastern Ont.	Retail Clerks (AFL-CIO/CLC) (retail food empl., full and part-time)	650	B
adian General Electric Company Ltd., Barrie, Burling- ton, Caledonia, Guelph, Peter- borough, Toronto and Trenton	Electrical Workers (U.E.) (CLC)	6,970	B
adian National Institute for the Blind, province-wide	Service Employees (AFL-CIO/CLC)	575	B
adian SKF Co. Ltd., Scar- borough	Machinists (AFL-CIO/CLC)	500	B
aron Ltd. (Eastern Structural Div.), Toronto	Canadian Workers Union (Ind.)	315	MED
rleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,110	B
rleton Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco- ontariens (OTF)	720	MED

Negotiations in Progress during October 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Carleton Roman Catholic School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	620	B
Carleton University, Ottawa	Carleton University Support Staff Assn. (Ind.) (clerical, technical, etc. empls.)	650	B
Carling O'Keefe Ltd. and Carling O'Keefe Transport, Etobicoke, Toronto and Waterloo	Cdn. Brewery Workers Union (CLC) (production and transport empls.)	610	B
Certified Automotive Products (Central) Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	450	B
Chrysler Canada, Ajax, Etobicoke and Windsor	Auto Workers (CLC) (hourly-rated production empls.)	11,375	PCB
Chrysler Canada, Ajax, Etobicoke and Windsor	Auto Workers (CLC) (office and technical empls.)	600	PCB
Cochrane Enterprises Ltd., Cochrane	Carpenters (AFL-CIO/CLC)	324	CO
Continental Can Co. of Canada Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	300	B
Corby Distilleries Ltd., Corbyville	Distillery Workers (AFL-CIO/CLC)	200	B
Council of Printing Industries of Canada, Toronto	Graphic Arts Inter. Union (AFL-CIO/CLC)	800	B
Crane Canada Ltd., Brantford	Steelworkers (AFL-CIO/CLC)	200	CO
Cyanamid of Canada Ltd. (Welland Plant), Niagara Falls	Chemical Workers (AFL-CIO/CLC)	500	B
Dashwood Industries Ltd., Centralia	Carpenters (AFL-CIO/CLC)	230	B
Dominion Stores Ltd., Sarnia	Steelworkers (AFL-CIO/CLC)	200	B
Dominion Stores (K-Mart Plaza), Guelph, Kitchener, Waterloo and Midland	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	400	CO
Domtar Woodlands, Nipigon	Carpenters (AFL-CIO/CLC)	250	B
Dorr-Oliver-Long Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	425	B
Dryden Paper Co. Ltd. (Woods Operations), Dryden	Carpenters (AFL-CIO/CLC)	250	B
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	850	B
Durham Region Roman Catholic Separate School Board	Teachers Federations	365	F

Negotiations in Progress during October 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
ham Regional Municipality (Homes for the Aged)	CUPE (CLC)	217	B
ham Regional Police	Police Association (Ind.)	295	ARB
y Forest Products Ltd. (Woods Operations), Espanola	Carpenters (AFL-CIO/CLC)	400	B
orado Nuclear Ltd., Port Hope**	Steelworkers (AFL-CIO/CLC)	245	PCB
nuel Products Ltd., Toronto	Woodworkers (AFL-CIO/CLC)	215	CO
erge W. Endress Co. Ltd., rantford	Textile Workers Union (AFL-CIO/CLC)	276	PCB
ex County Board of Education	Ont. Secondary School Teachers' Assn. (OTF)	525	B
ex County Roman Catholic eparate School Board	Teachers Federations	464	MED
bicoke Borough Corporation	CUPE (CLC) (outside empls.)	670	B
bicoke Borough Corporation	Fire Fighters (AFL-CIO/CLC)	345	B
ricated Steel Products (Windsor) Ltd., Windsor	Auto Workers (CLC)	330	B
d Motor Company of Canada Ltd., Bramalea, Niagara Falls, akville, St. Thomas and Windsor	Auto Workers (CLC)	12,300	PCB
ntenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	217	F
ehauf Trailer Co. of Canada Ltd. (Dixie Mfg. Plant and Toronto Factory Service Div.)	Auto Workers (CLC)	240	WS
heral Instrument of Canada, Waterloo	Electrical Workers (IUE) (AFL-CIO/ CLC)	200	CO
heral Signal of Canada Ltd. (Edwards of Canada), Owen Sound	Steelworkers (AFL-CIO/CLC)	230	CO
on Industries Inc., Toronto	Steelworkers (AFL-CIO/CLC)	210	CO
obe and Mail Ltd., Toronto	Newspaper Guild (AFL-CIO/CLC)	400	CO
odyear Tire and Rubber Co. of Canada Ltd., Collingwood	Rubber Workers (AFL-CIO/CLC)	225	B
reater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.)	200	B
ldimand County Board of Education	Teachers Federations	207	F
milton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	735	B

Federal jurisdiction

Negotiations in Progress during October 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Hand Assn. of Road, Sewer and Watermain Contractors, Hamilton	Labourers (AFL-CIO/CLC)	500	B
Hotel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.)	200	B
Humber Memorial Hospital Assn. Toronto	Ont. Nurses' Assn. (Ind.) (full-time empls.)	208	B
Huron County Board of Education	Teachers Federations	337	F
Huyck Canada Ltd. (Kenwood, Mills Div.), Arnprior	CLC - Chartered Local	200	B
ITE Industries Ltd., Mississauga and Malton	Electrical Workers (IBEW) (AFL-CIO/CLC)	250	B
ITT Canada Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	229	B
Imperial Tobacco Ltd./Ltee., Guelph	Tobacco Workers (AFL-CIO/CLC)	715	WS
Indalex Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	200	PCB
Inglis Ltd., Stoney Creek	Auto Workers (CLC)	680	WS
Kelsey-Hayes Canada Ltd., Windsor	Auto Workers (CLC)	730	B
Kingston General Hospital	Ont. Nurses' Assn. (Ind.)	450	B
Kodak Canada Ltd., Mount Dennis and Brampton	Chemical Workers (AFL-CIO/CLC)	1,200	CO
Labatt's Ontario Breweries, London	CLC - Chartered Local	500	B
Lambton County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	695	B
Levesque Plywood Ltd., Hearst	Carpenters (AFL-CIO/CLC)	300	B
Libby, McNeill and Libby of Canada Ltd., Chatham and Wallaceburg	Auto Workers (CLC)	540	PCB
Lincoln County Board of Education	CUPE (CLC) (maintenance empls.)	205	B
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	221	B
Lincoln County Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	435	PFB
Linen Supply Industry Employers' Council, Toronto	Laundry Workers (CLC)	1,200	B
Livingston Industries Ltd., Hagersville, London and Tillsonburg	Woodworkers (AFL-CIO/CLC)	1,000	B
Loblaws Ltd., Ottawa and other centres	Retail Clerks (AFL-CIO/CLC) (full- and part-time empls.)	730	CO
Loblaws Ltd., Toronto and other centres	Foodworkers (AFL-CIO/CLC) (full- and part-time empls.)	710	CO

Negotiations in Progress during October 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
London City	CUPE (CLC) (outside empls.)	540	B
Lord Simcoe Hotel Ltd., Toronto	Hotel Empls. (AFL-CIO/CLC)	211	B
McCoy Products Canada, Kitchener	Auto Workers (CLC)	225	MED
McMaster University (Grounds and Buildings), Hamilton	Service Empls. (AFL-CIO/CLC)	278	CO
Metropolitan Board of Commis- sioners of Police, Toronto	Metro Toronto Police Assn. (Ind.) (office, garage and parking control officers, etc.)	1,200	B
Metropolitan Board of Commis- sioners of Police, Toronto	Metro Toronto Police Assn. (Ind.) (policemen)	5,000	B
Middlesex County Board of Education	Teachers Federations	364	F
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	290	CO
Niagara Board of Education	Teachers Federations	235	F
Niagara, William, Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	850	B
Niagara Regional Municipality (Homes for the Aged), St. Catharines and other centres	CUPE (CLC) (non-medical empls.)	530	PCB
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and Assn. des enseignants franco-ontariens (OTF)	940	B
Niagara South Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	850	ARB
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	244	PFB
Norfolk County Board of Education	Teachers Federations	350	PFB
North York Borough	CUPE (CLC) (outside empls.)	710	B
North York General Hospital, Toronto	Ont. Nurses' Assn. (Ind.) (full- time empls.)	400	B
Northern Telephone Ltd., province-wide**	Communication Workers (CLC)	225	CB
Northumberland and Newcastle Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	610	MED
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	200	B
Ont. Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Empls. Union (OPSEU) (academic staff, librarians and counsellors)	5,450	B

*Federal jurisdiction

Negotiations in Progress during October 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Ne St
Ontario Government (Employee Benefits)	OPSEU (classified public servants)	52,000	
Ontario Government (Working Conditions)	OPSEU (classified public servants)	52,000	
Ontario Government	OPSEU (clerical services category)	9,540	
Ontario Government	OPSEU (general administration category)	4,900	
Ontario Government	OPSEU (general operational services category)	5,100	
Ontario Government	OPSEU (institutional care and correctional services category)	9,350	
Ontario Government	OPSEU (maintenance services category)	6,750	
Ontario Government	OPSEU (office services category)	7,455	
Ontario Government	OPSEU (scientific & prof. category)	3,500	
Ontario Government	OPSEU (technical services category)	4,900	
Ontario Housing Corporation, Toronto	CUPE (CLC) (maintenance empls.)	650	
Ontario Malleable Iron Co. Ltd., Oshawa	Steelworkers (AFL-CIO/CLC)	200	
Ontario-Minnesota Pulp and Paper Co. (Woods Operations), Fort Frances and Kenora	Carpenters (AFL-CIO/CLC)	425	
Oshawa City Corp.	CUPE (CLC) (office, technical and clerical empls.)	225	
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	419	
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco-ontariens (OTF)	1,630	
Ottawa Board of Education	Ottawa Board of Education Empls. Assn. (Ind.) (maintenance, services and plant operations empls.)	900	
Ottawa-Carleton Regional Transit Commission, Ottawa**	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,300	
Ottawa Citizen and Ottawa Journal	Ottawa Council of Newspaper Unions (AFL-CIO/CLC) (editorial, circulation, composing room, pressroom, stereotype and mailing room empls.)	520	
Ottawa City and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,090	
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.)	870	
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	367	

** Federal jurisdiction

Negotiations in Progress during October 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ottawa Roman Catholic School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	1,515	B
El County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,650	B
El Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.)	385	B
th County Board of Education	Teachers Federations	370	B
erborough Civic Hospital	CUPE (CLC)	340	B
erborough Civic Hospital	Ont. Nurses' Assn. (Ind.)(full-time empls.)	342	B
ilco-Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	500	B
ovincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	710	B
etex Knitting Co. Ltd., Toronto	Textile and Chemical Union (CCU)	225	MED
ifrew County Roman Catholic Separate School Board	Teachers Federations	336	F
em Canada Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	265	B
erside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	253	B
ckwell International of Canada, Gananoque	Steelworkers (AFL-CIO/CLC)	250	CO
val Victoria Hospital of Barrie, Inc.	Ont. Nurses' Assn. (Ind.)	234	B
. Catharines General Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.)	360	B
. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	275	B
. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.)	685	B
. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.)	300	B
. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	385	B
. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	510	B
lvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	225	B
lvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	280	B
arborough Borough	CUPE (CLC) (outside empls.)	620	B
arborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	B
arborough General Hospital	Ont. Nurses' Assn. (Ind.)	560	B

Negotiations in Progress during October 1976 covering 200 or more Employees (Cont'

Employer and Location	Union	No. of Empls	Neg Sta
Simcoe County Board of Education	CUPE (CLC) (maintenance, service and bus drivers)	325	
Simcoe County Roman Catholic Separate School Board	Teachers Federations	275	
Spruce Falls Power and Paper Co., Kapuskasing	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC)	510	
Star Slipper Co. Ltd. and Valenti Shoe Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	350	
Steinberg's Ltd. (Miracle Mart Div.), Toronto and other centres	Foodworkers (AFL-CIO/CLC)	4,100	
Sunnybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	505	
Sunnybrook Hospital, Toronto	Service Empls. (AFL-CIO/CLC) (office & clerical empls.)	363	
Tonka Corp. Canada Ltd., Malton	Moulders (AFL-CIO/CLC)	300	
Toronto Construction Assn. (General Contractors Section)	Plasterers (AFL-CIO/CLC)	500	
Toronto East General & Orthopaedic Hospital	Ont. Nurses' Assn. (Ind.)	600	
Toronto General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	840	
Toronto General and other hospitals, Toronto and other centres	OPSEU (paramedical empls.)	2,800	
Toronto Hotel Assn.	Hotel Employees (AFL-CIO/CLC)	800	
Toronto Metropolitan and Toronto City	CUPE (CLC) (inside and outside empls.)	9,905	
Toronto Star Ltd.	Electrical Workers (IBEW)(AFL-CIO/CLC), Graphic Arts (AFL-CIO/CLC) (photo-engravers), Machinists (AFL-CIO/CLC), Printing and Graphic Communications (AFL-CIO/CLC)	391	
Toronto Western Hospital	Ont. Nurses' Assn. (Ind.)	585	
University of Windsor	Service Empls. (AFL-CIO/CLC) (office and clerical empls.)	350	
Victoria Hospital, London	Ont. Nurses' Assn. (Ind.)	470	
Weldwood of Canada Ltd.,(Long-lac Plywood Div.), Longlac	Carpenters (AFL-CIO/CLC)	360	
Wellesley Hospital, Toronto	Service Empls. (AFL-CIO/CLC)	250	
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	700	

Negotiations in Progress during October 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	510	B
Wellington County Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	250	MED
Weston Bakeries Ltd. (Dupont St. Plant), Toronto	Teamsters (Ind.)	325	B
Windsor City Board of Education	CUPE (CLC) (caretakers, maintenance and bus drivers)	310	B
Windsor City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	710	B
Windsor City	CUPE (CLC) (inside empls.)	520	B
Windsor Metropolitan General Hospital	Ont. Nurses' Assn. (Ind.)	250	B
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	B
<u>More Than One Province</u>			
air Canada, system-wide**	Air Line Empls. Assn. (CLC) (sales dept. empls.)	2,610	B
air Canada, system-wide**	Air Line Pilots (Ind.)	1,470	B
Associated Clothing Manufacturers of the Province of Quebec and Montreal Clothing Manufacturers Assn., Montreal and district, Que. and Men's Clothing Manufacturers Assn. of Ontario, Toronto and district, Ont.	Amalgamated Clothing & Textile Workers (AFL-CIO/CLC)	11,385	B
air Canada, Quebec and Ontario**	Canadian Telephone Empls. (Ind.) (clerical and associated empls.)	13,500	B
air Canada, Quebec and Ontario**	Canadian Telephone Empls. (Ind.) (communications sales empls.)	520	B
air Canada, Quebec and Ontario**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	7,975	B
air Canada, Quebec and Ontario**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	CO
air, system-wide**	Air Line Pilots (Ind.)	600	B
Union of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal, Que.	Graphic Arts Inter. Union (AFL-CIO/CLC) (lithography empls.)	1,780	B

Federal jurisdiction

Negotiations in Progress during October 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
General Motors of Canada Ltd., London, Oshawa, St. Catharines, Scarborough, Windsor and Wood- stock, Ont. and Montreal and St. Therese, Que.	Auto Workers (CLC)	25,825	P
Government of Canada (Treasury Board)**	Air Traffic Employees (Ind.)	2,165	B
Government of Canada (Treasury Board)**	Council of Graphic Arts Unions (AFL- CIO/CLC) (printing operations group - non-supervisory empls.)	1,240	B
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,495	AI
Government of Canada (Treasury Board)**	Professional Institute of the Public Service of Canada (PIPS) (Ind.) (biological sciences group)	760	AI
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,410	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,145	MI
Government of Canada (Treasury Board)**	PIPS (Ind.) (meteorology group)	505	WS
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	2,025	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (translation group)	1,065	CI
Government of Canada (Treasury Board)**	PIPS (Ind.) (veterinary science group)	550	CI
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	4,240	B
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,455	B
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	46,405	B
Government of Canada (Treasury Board)**	PSAC (CLC) (communications group)	860	B
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, super- visory and non-supervisory)	3,735	B
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	2,060	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,495	B

** Federal jurisdiction

Negotiations in Progress during October 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	7,520	B
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,385	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical group)	1,565	B
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services, supervisory and non-supervisory)	4,165	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	815	B
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, supervisory and non-supervisory)	540	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	685	B
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,630	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	20,715	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,255	B
Government of Canada (Treasury Board)**	PSAC (CLC) (social science support group)	1,465	B
Government of Canada (Treasury Board)**	PSAC (CLC) (technical inspection group)	1,195	B
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,565	B
Pacific Western Airlines system-wide**	Machinists (AFL-CIO/CLC)	525	CO
Royal Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man.**	PSAC (CLC) (production and office empls.)	725	B
Steinberg's Ltd., Ottawa and other centres, Ont. and Hull and Gatineau, Que.	Retail Clerks (AFL-CIO/CLC)	1,165	B
Tele-Direct Ltd., Quebec and Ont.	Canadian Telephone Empls. Assn. (Ind.) (clerical and associated empls.)	660	B

** Federal jurisdiction

Negotiations in Progress during October 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'r Stage
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Definitions of Codes for Negotiation Stages

B - Direct Bargaining
CO - Conciliation
CB - Conciliation Board
MED - Mediation
PCB - Post Conciliation Bargaining
ARB - Arbitration
WS - Work Stoppage
B/WS - Bargaining After a Work Stoppage
F - Fact Finder
PMB - Post Mediation Bargaining
PFB - Post Fact Finder Bargaining
(R) - (R) - Following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in November 1976

Company and Location	Union	No. of Empls.
Anchor Cap & Closure Corp. of Canada, Toronto	Electrical Workers (UE)(CLC)	200
Bell Canada, Traffic & Dining Serv., Province-wide	Communications Union Canada (Ind.)	4,741
Certified Auto Products (Central), Toronto	Steelworkers (AFL-CIO/CLC)	450
Crouse-Hinds & Taylor Die & Tool Mfg. Co., London	Electrical Workers (IBEW) (AFL-CIO/CLC)	210
Cyanamid of Canada, Welland Plant, Niagara Falls	Chemical Workers (AFL-CIO/CLC)	500
Dashwood Industries, Intercity	Carpenters (AFL-CIO/CLC)	230
Fearman, F.W. Co., Burlington	Foodworkers (AFL-CIO/CLC)	299
Glendale Spinning Mills, Hamilton	Clothing & Textile Workers Union (AFL-CIO/CLC)	275
Goodyear Tire & Rubber Co. of Canada, Collingwood	Rubber Workers (AFL-CIO/CLC)	225
Huyck Canada, Kenwood Mills Div., Arnprior	CLC-Directly Chartered	200
ITE Industries, Power Equipment Group, Mississauga & Malton	Electrical Workers (IBEW) (AFL-CIO/CLC)	250
Johnson, Matthey & Mallory, Toronto	CLC-Directly Chartered	228
Kodak Canada, Toronto & Chinguacousy Twp.	Chemical Workers (AFL-CIO/CLC)	1,200
Mens Clothing Manufacturers Assn. of Ontario, Toronto	Clothing and Textile Workers Union (AFL-CIO/CLC)	2,896
Philco-Ford of Canada, Toronto	Machinists (AFL-CIO/CLC)	500
Rheem Canada, Hamilton	Steelworkers (AFL-CIO/CLC)	265
Tele-Direct Ltd., Intercity	Canadian Telephone Empls. (Ind.)	325
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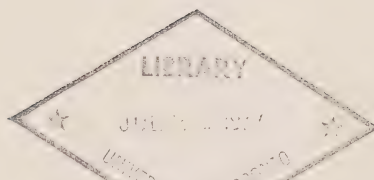
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TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
NOVEMBER 1976

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in November 1976 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries - the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. This note is included only when it is specifically stated in the settlement. It is not extended to settlements that do not specifically refer to the Anti-Inflation Board, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in November 1976 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlement.

The third section lists the negotiations underway in November 1976. Letter codes have been used to indicate the stage of negotiations and these codes are defined at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in December 1976.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

December 27, 1976

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Highlights

Auto Industry Settlements. Shorter work time without loss of pay to create more jobs and improve job security was a primary goal of the United Auto Workers in the 1976 round of bargaining with the automobile manufacturers. Contracts covering about 668,000 U.S. and 55,000 Canadian workers at General Motors, Ford, Chrysler and American Motors expired September 14, 1976. Bargaining is conducted on a corporation-wide basis at Chrysler, with a single master contract covering hourly-rated production and maintenance employees in both Canada and U.S. Similarly, single master contracts cover office and technical, and engineering employees in both countries. At the other three companies, the UAW holds separate but parallel contract talks in the two countries, with the basic monetary package established in the U.S. generally setting a pattern for the settlement in Canada. In all cases, issues peculiar to single plants are negotiated locally, and the terms of the master agreements are not applied in Canada until the local pacts are ratified.

The UAW selected Ford Motor Company as the target company in U.S. negotiations, with the aim of establishing a settlement pattern for the whole auto industry. Following a four-week strike, agreement was reached with Ford on October 12 on a new three-year contract which included a 3 per cent annual wage increase plus 20 cents per hour in the first year for production workers and up to 45 cents per hour, in two stages, for skilled trades. Cost-of-living protection was continued using a .3 adjustment factor based on the combined Canada-United States Consumer Price Index. Of the \$1.14 per hour cost-of-living adjustment generated under the previous agreement, \$1.09 was incorporated into the wage rates, leaving a 5 cent float. Amongst the numerous fringe benefit improvements negotiated, the most significant was the introduction of a Paid Personal Holidays Plan which allows for five 4-day work weeks in the second year of the pact and seven in the third year. In addition, July 3, 1978 was designated as a contractual holiday on a non-recurring basis.

The Canadian auto contracts were extended beyond the September 14 expiry dates by mutual agreement pending the outcome of the Ford negotiations in the U.S. A tentative agreement at Ford Motor Company of Canada covering 14,500 hourly-rated workers at five locations in southern Ontario was reached after a three-day strike and was ratified on November 6. A settlement covering 421 unionized salaried employees in Windsor and Bramalea was achieved shortly before the strike deadline and was ratified on November 22. Apart from the general question of maintaining wage parity with U.S. workers, local issues in the Canadian negotiations included voluntary overtime, seniority, job posting, health and safety, subcontracting and foremen taking on the tasks of bargaining unit employees. The new agreements extended the major economic terms negotiated in the U.S. to Ford's employees in Canada. The agreement for hourly-rated workers, effective November 14, 1976,

provided total compensation increases of 10.4 per cent, 8.1 per cent and 6 per cent, respectively in each successive year of the pact, and was given Anti-Inflation Board approval in December. Although the separate pension agreement does not expire until 1979, it was agreed to bring the "30-and-out" retirement plan into line with the terms in effect in the U.S. by eliminating the qualifying age of 55 years for full benefits after 30 years' service. In addition, subject to the approval of the Ontario Pension Commission, present retirees and surviving spouses were given a lump-sum inflation protection bonus, to be paid for by a temporary diversion of a portion of future COLA payments.

The settlements at Chrysler, covering 12,750 hourly-rated production employees and 605 office, technical and engineering employees at three Ontario locations, followed the same basic pattern established at Ford. The contract for hourly-rated employees, reached shortly before the strike deadline, met a key union demand by bringing all five Windsor area plants under a single local agreement. One feature of this local agreement was the introduction of a pilot transportation program allowing workers to form car pools using company-supplied vans. This plan, believed to be the first of its kind in Canada, is modelled on a similar program instituted at a number of Chrysler's U.S. plants.

Telephone Workers Settlements. The Canadian Telephone Employees Association (CTEA) was the first union to reach settlements in the current round of collective bargaining between Bell Canada (and its subsidiary Tele-Direct Ltd.) and three unions acting on behalf of the company's 37,000 non-managerial employees in Ontario and Quebec. In the current negotiations the CTEA followed last year's practice of one year contracts that conform to the anti-inflation guidelines. Agreements covering clerical and associated employees at Bell Canada and Tele-Direct provided general wage increases of 10.8 per cent, in addition to a new dental plan paid for by the company, and improved sick leave and vacation scheduling provisions. The Bell Canada agreement covering 520 communications sales employees included a 9.8 per cent general wage increase and a reduction in weekly hours of work to 36, bringing this group into line with the other CTEA members. Negotiations between Bell Canada and the Communications Union Canada, representing 8,000 traffic operators and dining service employees, and the Communications Workers of Canada, representing 13,000 craft and service workers, are continuing with the assistance of federal government conciliators. The latter group were formerly CTEA members until the CWC took over bargaining rights in April 1976.

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TOBACCO PRODUCTS

Imperial Tobacco Ltd./Ltee (Division of Imasco Ltd.) at Guelph - Locals 323 and 33 Tobacco Workers International Union (AFL-CIO/CLC) (plant and office employees): Two 19½-month renewal agreements effective from Dec. 1976 to July 14, 1978, covering 730 employees, settled with mediation assistance during a work stoppage. Duration of negotiations 8 months.

Holdback: If approved by the AIB, wage rates will be increased by up to 4.0% effective July 15, 1976 and up to an additional 1.78% effective July 15, 1977 for plant employees. Up to 3.8% and up to 1.87% respectively for office employees.

Wages:	Effective	<u>July 15/76</u>	<u>Dec. 5/76</u>	<u>July 15/77</u>
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General Increases:

Plant	6.74%	5.0%
Office	7.23%	5.23%

COLA Fold-in	18¢
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Cleaner (Labour Gr. 2)	\$5.685 (\$5.325)	\$5.865	\$6.16
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Production Mechanic (Trades Gr. 6)	\$8.505 (\$7.790)	\$8.685	\$9.12
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Cost of Living Allowance: Discontinued.

Shift Premium: Effective July 15, 1976, 0-25¢-40¢ (0-20¢-35¢).

Overtime: Effective date of ratification, time and one-half for first 2 hour in excess of regular weekly hours, double time thereafter. Time and one-half for first 4½ hours on a Saturday, double time thereafter (previously, time and one-half for hours worked before noon and double time in the afternoon).

Paid Vacation: Effective in 1977, 3 weeks after 5 (6) years, 4 weeks after 10 (12) years, 5 weeks after 15 (17) years and 6 weeks after 25 (30) years

Health and Welfare: Dental Plan (new) - Effective Dec. 1, 1976, employer will pay 50% of premium cost in first year and 100% in second year.

Bereavement Leave: Effective date of ratification, grandparents added for 1 day's paid leave.

LEATHER

Star Slipper Co. Limited and Valenti Shoe Ltd. at Toronto - Local 82, Fur and Leather Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 4, 1976 to October 3, 1978, covering 350 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 4/76</u>	<u>Oct. 4/77</u>
	General Increases	30¢	30¢
	Labour (non-incentive)	\$3.82 (\$3.52)	\$4.12

	<u>Oct. 4/76</u>	<u>Oct. 4/77</u>
Labour	\$3.29 - \$3.82	\$3.59 - \$4.12
(incentive)	(\$2.99 - \$3.52)	
Cost of Living Provision:	Discontinued.	
Paid Holidays:	Boxing Day added for a total of 9 (8) days.	
Paid Vacations:	4 weeks or 8% after 15 years (new).	

KNITTING MILLS

Puretex Knitting Company Limited at Toronto - Canadian Textile and Chemical Union (Ind.): A 24-month renewal agreement effective from Nov. 8, 1976 to Nov. 7, 1978, covering 225 employees, settled with mediation assistance. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 8/76</u>	<u>May 9/77</u>	<u>Nov. 7/77</u>
	General	9% or 30¢,	5¢	7% or 25¢,
	Increases	whichever is greater		whichever is greater
	Group 2B (includes Finisher)	\$3.30 (\$3.00)	\$3.35	\$3.60
	Group 10 (Head Mechanic)	\$5.45 (\$5.00)	\$5.50	\$5.89
Hours of Work:	Effective Jan. 1, 1977, hours of work are reduced to 41 (42) per week.			
Shift Premiums:	0-15¢-15¢ (0-10¢-15¢).			
Paid Vacation:	3 weeks after 7 (8) years' service and 4 weeks after 17 (18) years' service.			

WOOD

Livingston Industries Ltd. at Tillsonburg and Hagersville - Locals 2-167 and 2-342, The International Woodworkers of America (AFL-CIO/CLC): Two 23-month renewal agreements effective from Nov. 24, 1976 to Oct. 31, 1978, covering 600 employees at Tillsonburg and 225 at Hagersville, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Nov. 1/76</u>	<u>Nov. 24/76</u>	<u>Nov. 1/77</u>
	General Increases	49¢		42¢
	Adjustment for Mechanics		30¢	

	<u>Nov. 1/76</u>	<u>Nov. 1/77</u>
Sweeper	\$4.47 (\$3.98)	\$4.89
Electrician	\$5.52 (\$5.03)	\$5.94
Holdback:	Pending review by the Anti-Inflation Board, 19¢ of the 49¢ hourly increase scheduled for Nov. 1, 1976, will be held in abeyance.	
Cost of Living Allowance:	The 28¢ per hour allowance generated under the previous agreement will continue as a float but the COLA clause has been deleted from the new agreement.	
Attendance Bonus:	The plan which provided up to 15¢ per hour worked for employees who work a full regularly scheduled week will continue. Based on past performance, the attendance bonus averages 12¢ per hour.	
Production Bonus:	<u>Employees on Direct Incentive Jobs</u> - Average bonus of \$1.38 per hour is expected to continue. <u>Employees on Indirect or Non-Incentive Jobs</u> - A minimum guaranteed bonus of 70¢ (40¢) per hour effective Nov. 1, 1976 and 80¢ per hour effective Nov. 1, 1977.	
Shift Premium:	0-20¢ (0-14¢).	
Call-in Pay:	Minimum of 4 hours straight time at basic hourly rate (unchanged at Tillsonburg, previously 3 hours at Hagersville).	
Paid Vacation:	3 weeks after 5 years, 4 weeks after 15 years (both unchanged) and 5 weeks after 23 (25) years.	
Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - \$10,000 (\$6,000) employer paid. <u>Retirees Life Insurance</u> - \$3,000 (\$1,500). <u>Weekly Indemnity</u> - \$100 per week, payable on a 1-1-4-26 basis (amount unchanged but benefit period was 13 weeks at Hagersville). Effective Nov. 1, 1977, benefit is increased to \$130 per week. <u>Dental Plan (new)</u> - Effective Nov. 1, 1977, Company will pay full cost of a basic dental plan based on 1976 Ontario Dental Association fees, subject to \$25 deductible per family per year. <u>Prescription Safety Glasses (new)</u> - Company pays 80% of the cost of the first pair to maximum \$30.	
Leave for Union Business:	Employer will pay \$50 each per day to not more than 5 Tillsonburg Union employees and not more than 4 Hagersville Union employees for each day spent negotiating renewal collective agreements with the Company (previously leave was unpaid).	
Safety Shoes Allowance (new):	\$25 per year.	

Jury and Crown
Witness Duty: Employee is paid \$35 (\$25) per day for each working day served.

Bereavement
Leave: Grandchildren and Common Law partner added to list of "immediate relatives" for 3 days' paid leave.

One day's paid leave for seniority employees who suffer bereavement in the immediate family and because of distance do not attend the funeral (new).

PRIMARY METALS

Eldorado Nuclear Limited at Port Hope - Local 13173, Steelworkers (AFL-CIO/CLC):

An 18-month renewal agreement effective from Oct. 1, 1976 to Mar. 31, 1978, covering 256 employees, settled during a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	Oct. 1/76	Oct. 1/77
	General	45¢	35¢
	Increases		
	Co-operative Wage Study Plan		0-25¢ (distribution of increases still to be determined)
	General Plant Labour	\$5.08 (\$4.63)	\$5.43
	Electrician - Class I	\$6.48 (\$6.03)	\$6.83

Indalex Limited at Toronto - Local 2729, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Oct. 4, 1976 to Oct. 3, 1978, covering 200 employees, settled during a work stoppage. Duration of negotiations - 2 months.

Wages:	Effective	Oct. 4/76	Oct. 4/77
	General	40¢	35¢
	Increases		
	Packer (Labourer)	\$5.45 (\$5.05)	\$5.80
	Master Maintenance Mechanic	\$6.80 (\$6.40)	\$7.15

Cost of Living Allowance: 1¢ per hour for each .3 increase in the Canada Consumer Price Index (1961=100). Triggers of 8% in the first year of the agreement and 6% in the second year of the agreement.

Health and Welfare: Dental Plan - Employer pays 100% of cost of premiums for new basic dental plan with no deductibles.

TRANSPORTATION EQUIPMENT

Chrysler Canada Ltd. at Windsor, Ajax and Etobicoke - Locals 444, 1090 and 1459, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC) (hourly-rated production employees): A 34-month renewal agreement effective from Nov. 24, 1976 to Sept. 14, 1979, covering a total of 12,750 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Prior to this settlement the five plants at Windsor were covered under three local agreements. All five plants are now covered by one local agreement.

Wages:	Effective	<u>Sept. 20/76</u>	<u>Sept. 19/77</u>	<u>Sept. 18/78</u>
Wage Adjustment (Certain skilled trades classifications)		1¢ - 26¢		
*Inequity Adjustments			0- 1½¢	
General Increases		3% plus 20¢	3%	3%
COLA Fold-in		\$1.09		
Wage Adjustments (All skilled trades classifications)		15¢	10¢	
Assembler		\$6.84 (\$5.39)	\$7.05	\$7.26
		Hiring rates remain 45¢ below the rates shown immediately above.		
Tool & Die Maker		\$8.67 (\$7.02)	\$9.03	\$9.30
		Hiring rates remain 20¢ below the rates shown immediately above.		

*Hourly wage inequity adjustments up to 1½¢ per hour will be available for agreed upon hourly wage inequities.

Cost of Living Allowance:

\$1.09 of the \$1.14 accumulated under the previous agreement has been incorporated into the wage structure leaving 5¢ to continue as a float. The new agreement provides for continuation of the formula used in the previous contract; namely, quarterly adjustment on the basis of 1¢ per 0.3 change in the combined Canada-United States Consumer Price Index.

Shift Premiums:

Shift premiums will be included in the calculations of the bonus Sunday, Christmas holidays, the new paid holiday (July 3, 1978), vacation pay, paid absence allowance days

and days off provided under the new reduced work time program.

Seven-Day
Operation Premium:

20¢ (10¢) per hour.

Paid Holidays
(General):

Remain at 14 except for 1978, when July 3 will be included for a total of 15 days.

Paid Holidays
(Personal) (new):

Each eligible employee (one year of seniority) will receive 5 paid personal holidays to be taken during the period from Oct. 1977 through June 1978 and 7 paid personal holidays to be taken during the period from Sept. 1978 through June 1979.

Christmas Holiday
Pay Eligibility:

Employees laid off within 4 weeks prior to the Christmas shutdown will be eligible to receive full holiday pay for the shutdown period. Those laid off from 4 to 7 weeks prior to the shutdown will collect $\frac{1}{2}$ of the holiday pay. (Previously, eligibility only applied to those laid off the workweek of or the workweek before the holiday in question.)

Health and
Welfare:

Life Insurance, A.D. & D., Sickness and Accident, and Extended Disability Plans - The benefit levels for all of these plans have been increased due to first-year wage increases, COLA fold-in and gains in the benefit schedule. Examples of changes in coverage are shown below.

Life Insurance (for an Assembler) - \$15,500 (\$13,000) in the first year and \$17,000 by the third year.

Sickness and Accident (for an Assembler) - \$185 (\$150) per week in the first year and \$200 by the third year.

Extended Disability Benefit (for an Assembler with 10 or more years of service) - \$645 (\$480) per month in the first year and \$710 by the third year.

Permanent and Total Disability - \$310 (\$250) per month.

A.D. & D. - \$7,750 (\$6,500).

Continuing Group Life Insurance (for employees entering retirement under this agreement and reaching age 65) - Minimum \$2,500 (\$2,000).

Dental Care - Effective Jan. 1, 1977, the plan will pay the Ontario Dental Association Schedule of Fees which is current at any given time. (Previously, 1973 Schedule of Fees.) Coverage for dental x-rays, extractions, oral surgery, fillings and other services increased to 90% (85%) of cost. The maximum lifetime orthodontic coverage is set at \$650 (\$500).

Dental Care Plan For Retirees - Effective Feb. 1, 1977, the plan as outlined above will be extended to all retirees and surviving spouses and to their eligible dependents.

Prescription Drugs - Effective Jan. 1, 1977, the Ontario Drug Benefit Plan will pay for certain prescribed drugs for those over 65 rather than the contracted Green Shield Plan, thus eliminating the 35¢ deductible.

Family Vision Care - Effective Oct. 1, 1977, eligible employees will be provided with the following coverage every 2 years: For eyeglasses for which the fee is above \$50, the plan will pay 80% of the fee provided there has been a change in prescription. The covered person will pay 20% of the fee above \$50. For eyeglasses for which the fee is \$40 to \$50, the plan will pay \$40. If there is no change in prescription, an allowance of up to \$40 will continue to be made for the purchase of new glasses. (Previously, the plan paid up to \$40 every 2 years for frames and for corrective lenses.)

Hearing Aid Expense Benefit (new) - Effective Oct. 1, 1977, eligible employees and their dependents, retirees, and surviving spouses and their dependents will have the cost of hearing aids, fittings and servicing paid by the new hearing aid plan which is 100% paid for by the employer. OHIP covers other related expenses.

Prosthetic Appliances and Durable Medical Equipment (new) - Effective Jan. 1, 1977, the plan will pay in full the reasonable and customary charges for prosthetic appliances and medical equipment.

Health and Welfare Coverage During Layoff - Effective Jan. 1, 1977, medical, drug, and vision coverage as well as group insurance will be maintained for minimum of 12 months for laidoff employees with 6 (10) years of seniority.

Pension Plan:

Early Retirement - Employees with 30 or more years of service may retire at any age with full earned pension benefits. (Previously, such employees retiring before age 55 had benefits reduced.)

Transition Survivor Income Benefit - Effective Oct. 1, 1977, \$250 (\$200) per month.

Bridge Survivor Income Benefit - Effective Oct.. 1, 1977, \$250 (\$200) per month.

Inflation Protection for Retirees and Surviving Spouses (new) - Subject to the Ontario Pension Commission approval, employees who retired Sept. 15, 1976 will receive before Christmas 1977 a bonus payment of up to \$600 for those with 30 years of past service and proportionately less for those with fewer years. Surviving spouses who became eligible for pension benefits before Sept. 15, 1976 will receive 55% of the bonus that would have applied to the retiree. The bonus will be paid for by a temporary diversion of COLA money by deducting 1¢ per quarter for each of 6 quarters beginning June, 1977. The 6¢ will be restored to the regular COLA at the time of the Dec. 1978 adjustment.

Surviving Spouse Option Basic Benefit Level - 60% (55%) of the retiree's reduced pension benefit for surviving spouse of worker who retires under this agreement.

Supplementary
Unemployment
Benefit Plan:

Extended Coverage for Employees with 10 or more years of service - Effective Dec. 1, 1976, employees with 10 or more years of service now have added coverage through a new Guaranteed Benefit Account which would provide benefits should the regular SUB fund become exhausted. The GBA will be funded at an amount

equal to \$200 per covered employee. In addition short workweek benefits will be payable even if the regular fund is not in pay status. (Previously, only benefits for scheduled short weeks were payable.)

SUB Fund/Employer Contributions - Effective Jan. 1, 1977, 12¢ to 22¢ (9¢ to 14¢) per compensated hour. Effective Jan. 1, 1978, 13¢ to 23¢. Effective Jan. 1, 1979, 14¢ to 24¢.

Benefit Duration - Maximum number of credit units cancelled for each benefit paid will not exceed 2 (3.33) for an employee with 10 to 15 years of service, 1.43 (2.5) for an employee with 15 to 20 years, and 1 (1.67) for an employee with 20 or more years.

No Reduction in Rate of Benefit - Employees with 20 or more years of service are no longer subject to a 20% reduction in benefits when the fund sinks to a low level.

Deduction Factor - Effective Jan. 1, 1977, \$12.50 (\$7.50).

Relocation Allowance:	Increased to a maximum of \$650 (\$475) for single employees and to \$1,355 (\$1,025) for a married employee.
Tuition Refund:	Increased to \$450 (\$350) per year for approved job-related courses and to \$900 (\$700) per year for approved courses taken at an accredited college.
Tool Allowance:	Increased to \$450 (\$300) for apprentices.

Chrysler Canada Ltd. at Windsor, Ajax and Etobicoke - Locals 1498, 1090 and 1459, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC) (office, technical and engineers): Two 34-month renewal agreements effective from Nov. 22, 1976 to Sept. 14, 1979, covering 605 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	Sept. 20/76	Sept. 19/77	Sept. 18/78
General Increases		The greater of 7.2% or 3% plus \$8 per week	3%	3%
COLA Fold-in		\$43.60 per week		
Skilled Trades Adjustment		(included in the 7.2% increase above)	1%	
Grade 1		\$212.26-\$267.18 (\$164.38-\$208.56)	\$218.63-\$275.20	\$225.19-\$283.46
Grade 8		\$252.34-\$364.77 (\$200.78-\$299.60)	\$259.91-\$379.36	\$267.71-\$390.74
Grade 18		\$396.59-\$510.32 (\$370.39-\$435.37)	\$412.45-\$530.73	\$424.82-\$546.65

New Salary Structure: Provides for automatic 2% (previously 1.2% or 1.8% depending on grade) step adjustments every 6 months to the top of the progress for all grades.

In addition, two sets of minimum rates will be established. There will no longer be a distinction between hiring minimum and standard minimums for incoming new employees. The new rates that apply to these employees are shown above. Existing employees currently in the minimum range will receive an "adjusted" minimum 11.1% higher.

Salary Inequity Fund: A union/management committee will resolve salary inequity claims to a total cost of \$14,561.60 proportioned between the Engineering group and the Office and Clerical group. Adjustments will be implemented March, 1977.

Other changes: Other applicable changes are similar to those reported above for the Chrysler hourly rated production employees.

Ford Motor Company of Canada Ltd. at Windsor, Bramalea, Oakville, Niagara and St. Thomas - Locals 200, 584, 707, 1054 and 1520, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC) (hourly production employees): A 34-month renewal agreement effective from Nov. 14, 1976 to Sept. 14, 1979, covering 13,000 employees, settled during a work stoppage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Oct. 17/76</u>	<u>Sept. 18/77</u>	<u>Sept. 17/78</u>
Designated Skilled Trades	6¢, 10¢ or 10.5¢ depending on classification			
General Increases	35.5¢-44¢	20¢-29¢	20.5¢-30¢	
COLA Fold-in	\$1.09			
Other Designated Skilled Trades	10¢ or 15¢ depending on classification			
All designated Skilled Trades			10¢	
Assembler	\$6.885 (\$5.43)	\$7.09	\$7.305	
Tool & Die Maker	\$8.66 (\$7.01)	\$9.02	\$9.29	

Hiring-in Rates: 45¢ per hour below the established regular hourly rate for the position. Same as previous agreement except for changes made for employees rehired after a layoff.

Cost of Living Allowance:

Adjustments will continue to be calculated quarterly on the basis of 1¢ for each .3 change in the combined Canada-United States Consumer Price Index. \$1.09 of the \$1.14 COLA generated under the previous agreement has been incorporated into the wage structure with this agreement, leaving a 5¢ float.

In addition, the agreement provides for the potential diversion of as much as 6¢ of the COLA generated during the life of the agreement as reimbursement of the cost of a special one-time payment to retirees.

Seven Day Operations Bonus (new):

10¢ per hour for employees working on 40-hour rotating schedules on continuous 7-day operations.

Paid Holidays:

In addition to Good Friday, Victoria Day, First of July, Labour Day, Thanksgiving Day, Remembrance Day, and December Sunday holidays, a Christmas holiday period which contains 6 paid holidays has been provided in each year of the agreement. Also July 3, 1978, has been designated as a contractual holiday on a non-recurring basis (previously 12 paid holidays).

Effective Oct. 1, 1977, a maximum of 12 personal holidays during the term of the agreement for employees with one or more years of seniority. These days are in addition to designated holidays.

Shift premium will be included in holiday pay for all holidays (previously holidays during the Christmas period and the Sunday December holidays were excluded).

Vacation Pay:

Shift premium will be included in vacation pay.

Health and Welfare:

Life Insurance - \$12,500-\$22,500 (\$7,500-\$16,000).

A.D. & D. - \$6,250-\$11,250 (\$3,750-\$8,000). One year limit on dismemberment extended to 2 years.

Weekly Indemnity - \$145-\$260 (\$105-\$190).

Extended Disability - With under 10 years' service \$460-\$860 and with 10 years or more \$480-\$945 per month (\$285-\$655).

Total and Permanent Disability - \$250-\$450 (\$150-\$320) per month.

Survivor Income Benefits - Effective Oct. 1, 1977, Transition Survivor Income Benefit is increased to \$175-\$275 (\$150-\$225) per month and Bridge Benefit is increased to \$250 (\$200) per month.

Continuing Group Life Insurance - \$2,500 (\$2,000) for future retirees.

Continuation - Group Life and Disability Insurance coverage for laid-off employees will be based on the greater of the present SUB formula or an improved seniority related schedule ranging from continuation of coverage for 2 months with 1 year's seniority to 12 months with seniority of 6 years or over.

Dental Plan - Effective Jan. 1, 1977, payments will be based on the applicable percentage of the lesser of the dentist's usual charge or the current Ontario Dental Association Schedule of Fees (previously based on the 1973 Schedule of Fees).

The plan will pay 100%, 90% (85%) or 50%, depending on type of service.

The lifetime orthodontic maximum is increased to \$650 (\$500).

Effective Jan. 1, 1977, the improved dental plan will be extended to retirees and surviving spouses.

Hearing Aid Plan (new) - Effective Oct. 1, 1977, will apply to active employees with one or more years of seniority and to retirees and surviving spouses. The plan will pay the cost of hearing aids and associated dispensing fees for each covered individual once each 36 months.

Prosthetic Appliance and Durable Medical Equipment Expense Benefits (new) - Effective Jan. 1, 1977, will apply to employees, retirees and surviving spouses.

Vision Expense Benefits - Effective Oct. 1, 1977, a new plan will replace the current one. Under a Participatory Provider System the plan will pay the acquisition cost of lenses plus a dispensing fee less a copayment of 20%, and for frames will pay the cost to a maximum of \$15 plus a dispensing fee less a copayment of 20%.

To Nonpar Providers, for lenses and frames the plan pays (1) the lower of 50% of the nonpar provider's charges or 75% of the average benefits paid to par providers or (2) if greater, the provider's charge to a maximum of \$40.

Benefits are payable once during each 24 months.

(Current plan provides \$40 maximum per person each 24 months.)

Pension Plan:

For retirements on or after Nov. 1, 1976:

- Basic and Supplementary benefits without reduction for age at retirement to an employee who retires with 30 or more years of service (previously reduced, if retirement was before age 55, 1/3 of 1% for each month retirement preceding age 62).
- Survivor Benefit for future elections will be based on 60% (55%) of the retired employee's monthly basic retirement benefit reduced to the survivorship election.
- Special Allowance without reduction for age at retirement to an employee who retires with 30 or more years of service (previously reduced for retirements under age 55).
- Effective Jan. 1, 1978, if approved by Pension Commission of Ontario and Dept. of National Revenue, a lump sum payment of \$200-\$600 for present retirees and \$110-\$330 for surviving spouses, based on years of credited service. The cost will be paid by the Company and recovered through reductions in future COLA payments.

Supplementary Unemployment Benefit Plan:	Effective	Company Contribution
	Jan. 1, 1977	12¢-22¢ (9¢-14¢)
	Jan. 1, 1978	13¢-23¢
	Jan. 1, 1979	14¢-24¢

Effective in January, 1977, the Maximum Funding formula is revised to provide a reduced Maximum Funding level. Any contribution savings which result are to be retained by the Company.

If contributions and Fund assets are insufficient to pay benefits to eligible employees, the Company will make additional contributions to maximum of \$200 times the number of covered employees used in determining Maximum Funding for September, 1976 - about \$2,700,000.

Effective Jan. 1, 1978, the Company will absorb the cost of Short Week Benefits exceeding 4¢ (3¢) per hour.

Effective Jan. 1, 1977, \$12.50 (\$7.50) reduction for regular benefits to reflect work-related expenses not incurred while on layoff.

The 20% reduction in the benefit amount at low fund levels is eliminated for employees with 20 or more years' seniority.

Apprentice
Tool Allowance: \$50 at the end of the second and fourth shop hour periods and upon graduation (new). These amounts are in addition to the current allowances of \$50 after being placed in apprentice training, and at the end of the first, third, fifth, sixth, and seventh shop hour period.

Tuition Refund
Program: \$900 (\$700) maximum per year for approved credit courses taken at an accredited college, or \$450 (\$350) per year for credit courses taken at all other approved educational institutions.

Ford Motor Company of Canada Limited at Bramalea and Windsor - Locals 1324 and 240, Auto Workers (CLC) (office, clerical and technical employees): Two 33½-month renewal agreements effective from December 1, 1976 to September 14, 1979, covering 421 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3½ months.

Wages:	Effective	Oct. 16/76	Oct. 1/77
COLA		\$188.94	
Fold-in			
General Increases (Monthly)		\$60 for Salary Classes 1, 2 and 3; \$65 for Salary Classes 4 and 5; \$70 for Salary Classes 6 and 7; \$75 for Salary Classes 8 and 9; \$85 for Salary Classes 10 and 11	\$30 for Salary Classes 1, 2 and 3; \$35 for Salary Classes 4 and 5; \$40 for Salary Classes 6 and 7; \$45 for Salary Classes 8 and 9; \$50 for Salary Classes 10 and 11

Note: General increases apply to job and maximum rates only.

Oct. 16/76

Oct. 1/77

Additional Some reclassifications
Adjustments and new classifications

Salary \$853.54 - \$1,079.03 \$877.54 - \$1,109.03
Class 1 (\$646.55 - \$ 830.09)
(includes
Junior Clerk)

Salary \$1,222.55 - \$1,683.09 \$1,262.55 - \$1,733.09
Class 11 (\$1,003.40 - \$1,409.15)
(includes
Senior
Specification
Clerk)

Effective Oct. 1/78

General 3% of base
Increases monthly earnings

Salary \$903.86 - \$1,142.30
Class 1
(includes
Junior Clerk)

Salary \$1,300.43 - \$1,785.08
Class 11
(includes
Senior
Specification
Clerk)

Probationary period is 90 calendar days. Maximum rates reached after automatic semi-annual increases up to Job Rate. Increases beyond Job Rate are on merit.

Cost of Living Allowance: Effective October 16, 1976, \$188.94 of COLA float is folded into wages, leaving a float of \$6.93.

1¢ per hour for each .3 rise in the combined Canada-United States Consumer Price Index, to be paid quarterly.

Shift Premiums: Shift premiums are paid on vacation pay (new).

Paid Holidays: July 3, 1978 added to present provision for 7 holidays plus the unbroken period from December 24 to January 1 inclusive, including two weekends. July 3, 1978 is a non-recurring holiday.

Paid Vacation: Effective in 1977, 2 vacation days added to 1976 entitlement of all employees. Effective in 1978 for the life of the contract, 5 vacation days added to 1976 entitlement of all employees. (Previously, 1 week after six months' service, 2 weeks after 1 year, 3 weeks after 3 years, 4 weeks after 10 years and 5 weeks after 20 years.)

Sick Leave: Employee hired prior to January 1, 1974 or having seniority at time of absence receives 100% of his salary for the first 21 working days of such absence and 50% (40%) of his salary,

including COLA, for the ensuing 42 days. The Extended Disability Plan pays the remaining 50% (60%) of base monthly salary during the same 42 days, and thereafter when sick leave payments are exhausted.

**Health and
Welfare:**

Continuing Group Life Insurance - Minimum coverage is the greater of 15% of Life Insurance in force at age 65 for employees with 10 years of creditable service or \$2,500. (Previously, \$2,000 for employees at work on or after October 1, 1975 and \$1,500 for employees at work prior to that date.)

A. D. & D. - 2(1) year limit on dismemberment losses. 1 year limit on accidental death claims remains unchanged.

Extended Disability Benefits - See "Sick Leave." According to the "Total Benefits Rule" effective after sick leave payments cease, the total monthly benefits to which an employee is entitled from Company and governmental sources (including Workmen's Compensation) shall not exceed 70% of base monthly salary, where the employee has less than 20 (30) years' service, and 75% of base monthly salary where the employee has 20 (30) years or more of service.

Health Benefits - Employer contribution of 100% of cost of premiums for employees hired or rehired commences with the contribution due for the third (second) month next following the month in which employment commenced.

Dental Plan - Fee schedule updated to "current" (1973) schedule. Benefits of Plan cover expenses incurred with denture therapists (previously, dentists only). Retirees included in those eligible for benefits (new). Longer coverage with lowered service requirements for employees on layoff. Lifetime maximum benefit on orthodontic work is \$650 (\$500). Co-insurance on Class B dental services is 90%/10% (85%/15%).

Hearing Aid Expense Program - Effective October 1, 1977, employer pays 100% of cost of premiums for new program paying acquisition and dispensing costs for hearing aids to a maximum of one hearing aid every 36 consecutive months.

New Vision Care Program - Effective October 1, 1977, previous ~~maximum~~ benefit for glasses of \$40 per 24-month period will be improved.

Eligibility requirement is 1 year's service. (Previously ~~employees were eligible~~ for coverage with the contribution due for the second month next following the month in which their employment commenced.)

Prosthetic Appliances and Durable Medical Equipment Program - Effective January 1, 1977, employer pays 100% of cost of premiums for new plan. All employees and retirees are eligible.

Pension Plan:

"30 and Out" Special Allowance - No reduction in pension after 30 years' service. (Previously there was an age requirement of 55 as well as a service requirement of 30 years for this allowance.)

Survivorship Benefit - Surviving spouse who is eligible receives 60% (55%) of basic pension benefit payable after age 65. Definition of 'spouse' now includes common-law spouses meeting set criteria.

Lump Sum Payment - Employees retiring before October 1, 1976 and alive January 1, 1978 will receive a lump sum payment of \$20 per year of service, to a maximum of \$600, before the 1978 Christmas holidays. Spouses of employees who retire before October 1, 1976 and die before January 1, 1978 will receive 55% of the above allowance to a maximum of \$330 (new).

Moving Allowance:	<u>Distance</u>	<u>Single Employees</u>	<u>Married Employees</u>
	50- 99 miles	\$385 (\$220)	\$865 (\$570)
	100-299 miles	\$430 (\$260)	\$955 (\$630)
	300-499 miles	\$465 (\$320)	\$1,000 (\$730)
	500-999 miles	\$565 (\$410)	\$1,180 (\$895)
	1000 miles and over	\$650 (\$475)	\$1,355 (\$1,020)

Tuition Refund: An employee taking courses after working hours and passing the same receives \$450 (\$350) per calendar year or \$900 (\$700) per calendar year if the courses are taken at an accredited college.

Rebate: Effective not later than August 1977, employees will receive a rebate on purchase of Ford's current new model cars, light trucks, tractors and lawn and garden products produced and distributed by the Company in Canada and sold by authorized Canadian dealers (new).

Fruehauf Trailer Company of Canada Limited, Manufacturing Plant and Factory Service Branch at Mississauga - Local 252, Auto Workers (CLC)
Two 36-month renewal agreements effective from May 1, 1976 to April 30, 1979, covering 235 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

<u>Wages:</u>	<u>Effective</u>	<u>May 1/76</u>	<u>May 1/77</u>	<u>May 1/78</u>
COLA Fold-in		\$1.21		
General Increases		20¢	20¢	20¢
Additional Adjustments		0-9¢ for some classifications at Factory Service Branch		

	<u>May 1/76</u>	<u>May 1/77</u>	<u>May 1/78</u>
<u>Dixie Manufacturing Plant</u>			
Labourer	\$6.09-\$6.27 (\$4.68-\$4.86)	\$6.29-\$6.47	\$6.49-\$6.67
Millwright	\$6.90-\$7.07 (\$5.49-\$5.66)	\$7.10-\$7.27	\$7.30-\$7.47
<u>Factory Service Branch</u>			
General Repairman	\$6.16-\$6.32 (\$4.68-\$4.86)	\$6.36-\$6.52	\$6.56-\$6.72
Welder, Licensed Mechanic	\$6.56-\$6.66 (\$5.08-\$5.20)	\$6.76-\$6.86	\$6.96-\$7.06

Probationary period is 45 working days. Maximum rates reached upon completion of probationary period.

Cost of Living Allowance: Effective in June 1976, 1¢ per .34 change in the Consumer Price Index (1971=100) above the base of 145.5, to be payable quarterly. (1¢ per .45 change in the CPI (1961=100) above the base of 148.4, payable quarterly.)

Paid Holidays: 12 (11) days per year.

Bereavement Leave: Grandparents added to one day's paid leave.

Health and Welfare: Life Insurance and A.D. & D. - Effective Dec. 1, 1976, \$8,000 (\$6,000) coverage.

Weekly Indemnity Plan - Effective December 1, 1976, benefits increase to \$135 (\$105) per week, payable on a 1-1-8-39 (1-8-26) basis.

Pension Plan: Effective January 1, 1977, \$7.50 (\$6.00) per month per year of service for current employees to a maximum credited service of 35 (30) years.

Effective January 1, 1977, \$6.00 (\$5.00) per month per year of service for present retirees.

Supplementary Unemployment Benefit Plan: Effective December 1, 1976, benefits increase to \$50 (\$40) per week and \$10 (\$8) per day.

Safety Shoe Allowance: \$5 (\$1) per pair per year toward the purchase of up to two pairs per year.

ELECTRICAL PRODUCTS

George W. Endress Company Limited at Brantford - Local 1734, Textile Workers Union (AFL-CIO/CLC): A 24-month renewal agreement effective

from Oct. 1, 1976 to Sept. 30, 1978, covering 276 employees, settled with mediation assistance. Duration of negotiations - 3 months.

Wages:	Effective	Oct. 1/76	Oct. 1/77
General Increases		34¢	24¢
Assembler 10		\$2.99-\$3.14 (\$2.65-\$2.80)	\$3.23-\$3.38
Machine Set-up/ Operator 5		\$3.25-\$3.78 (\$2.91-\$3.44)	\$3.49-\$4.02
Probationary period is 60 worked (previously, 'working') days. Maximum rates for Assembler 10 and Machine Set-up/Operator 5 reached after two 3-month increases.			
Lead Hand Premium:	Minimum of 20¢ per hour over rate of group led (new).		
Overtime Pay:	Base rate used in computing overtime pay for incentive workers is day worker's base rate (previously, incentive worker's base).		
Paid Holidays:	Effective Oct. 1, 1977, 1 additional floating day added for a total of 12 (11) days.		
Holiday Pay:	Employees on Workmen's Compensation or receiving benefits from insurance are entitled to pay for 4 holidays per period in which such benefits are received. (Previously, such employees received pay for all holidays.)		
Paid Vacation:	Effective Oct. 1, 1976, 3 weeks after 7 (8) years' service. Effective Oct. 1, 1977, 3 weeks after 6 years' service and 4 weeks after 12 (11) years. Holiday pay is unchanged.		
Health and Welfare:	<u>Life Insurance</u> - Employer pays 100% of present premium costs and 100% (80%) of any additional premium costs.		
Temporary Transfer:	An employee temporarily transferred from day work to incentive work receives the higher of two rates, his day or incentive output (new).		
Incentive Rates:	Incentive workers are paid the average rate of their previous 4 weeks of work (previously, day rate plus 12%) when incentive rates are being established or restructured.		

NON-METALLIC MINERAL PRODUCTS

Certified Automotive Products (Central) Limited at Toronto - Local 14831, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 12, 1976 to November 12, 1978, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Nov. 12/76</u>	<u>Nov. 12/77</u>
General Increases		40¢ *	40¢
COLA Fold-in		5¢	
General Labour		\$4.45 (\$4.00)	\$4.85
Tool and Die Maker		\$6.40 (\$5.95)	\$6.80

* Note: Increases are subject to approval by the Anti-Inflation Board. 21¢ is payable immediately.

Cost of Living Allowance: 1¢ per 1% increase in the Consumer Price Index (1971=100) above the AIB guidelines, to a maximum of 5¢ over the term of the agreement. (Same formula.)

Shift Premiums: 0-27½¢-33¢ (0-20¢-30¢).

Paid Holidays: Full (half) day before Christmas Day and full (half) day before New Year's Day for a total of 11 (10) days.

Paid Vacations: 3 weeks after 6 (8) years, 4 weeks after 12 (15) years, and 5 weeks (new) after 20 years.

Bereavement Leave: Father- and mother-in-law, brother, sister and grandchild included in 3 (1) days' paid leave.

Health and Welfare: Weekly Indemnity Plan - Benefits increase to UIC maximum (previously \$40), payable as previously on a 1-4-26 basis.

Dental Plan - Employer pays 100% of cost of new basic dental plan.

Drug Plan - Employer pays 100% of cost of new prescription drug plan with 35¢ deductible.

MISCELLANEOUS MANUFACTURING

Rockwell International of Canada Limited (Plastics Div.) at Gananoque - Local 3209, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1979, covering 221 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 1/76</u>	<u>Sept. 1/77</u>	<u>Sept. 1/78</u>
COLA Fold-in		26¢		
General Increases		30¢	30¢	30¢

	<u>Sept. 1/76</u>	<u>Sept. 1/77</u>	<u>Sept. 1/78</u>
Group 1 (Labourer/ Utility)	\$4.58-\$4.68 (\$4.02-\$4.12)	\$4.88-\$4.98	\$5.18-\$5.28
Senior Electrician	\$7.29 (\$6.73)	\$7.59	\$7.89

Probationary period is 30 working days. Maximum rates for Labourer/Utility reached after one 3-month increase, subject to satisfactory performance and progress.

Cost of Living Allowance: Effective with the first complete pay period in December 1978, 1¢ per hour for each increase or decrease of .5 in the Consumer Price Index (1961=100). To be adjusted quarterly. 15¢ (9¢) guarantee.

Shift Premiums: 0-18¢-23¢ (0-15¢-20¢).

Paid Vacation: 3 weeks after 6 (8) years' service, 4 weeks after 15 (18) years and 5 weeks (new) after 25 years.

Bereavement Leave: Effective Sept. 1, 1977, grandparents are included in up to 3 days' paid leave. (Previously employees were protected against loss of wages on the day of the funeral only of a grandparent).

Health and Welfare: Life Insurance and A.D. & D. - Effective Sept. 1, 1977, \$8,000 (\$6,000) coverage.

Weekly Indemnity - Benefits of 60% of basic earnings to a maximum of \$110 (\$96) per week, payable on a 1-4-26 basis. Effective Sept. 1, 1977, maximum increases to \$120 per week.

Pension Plan: Basic Benefit - \$7.00 (\$5.50) per month per year of service.

Service requirement to qualify for retirement on account of permanent and total disability is 10 years' service (previously age requirement of 35 years plus 10 year service requirement).

LOGGING

American Can of Canada Limited, Woodlands Division at Marathon - Local 2693, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from September 1, 1976 to August 31, 1978, covering 250 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/76</u>	<u>Sept. 1/77</u>
COLA Fold-in		64¢	
General Increases		58¢	50¢

	<u>Sept. 1/76</u>	<u>Sept. 1/77</u>
Additional Adjustments	25¢ for Tradesmen Class A and Crane Operators	
Labourer	\$7.13 (\$5.91)	\$7.63
Mechanic A	\$8.97 (\$7.50)	\$9.47
Note: There are no piecework operations covered by this agreement.		
Cost of Living Provision:	Discontinued.	
Wage Protection Factor:	The general wage increase shown above for the second year is based on a protection factor of 6% as provided under the terms of the Anti-Inflation programme. If the protection factor is revised upward, the employer will implement the upward adjustment.	
Shift Premium:	Effective September 1, 1977, 0-24¢-27¢ (0-22¢-25¢) .	
Health and Welfare:	<u>OHIP, Drug Plan and Semi-Private Hospitalization Plan-</u> Employer contributes \$36.13 (\$26.13) for married employees and \$17.84 (\$12.84) for single employees.	
Safety Equipment:	Safety pants and safety shoes supplied at \$4 (\$3) below company cost price.	
Travel Allowance:	Effective September 1, 1976, \$3.60 (\$3.25) per week. Effective September 1, 1977, \$3.95 per week.	
Fire and Theft Insurance:	Employer pays 100% of cost of premiums to provide \$1,000 (\$800) maximum coverage against loss by fire of employee's personal belongings and loss by fire or theft of employee-owned power saws.	
<u>Ontario-Minnesota Pulp and Paper Company Limited (Woods Operations) at Fort Frances and Kenora - Lumber and Sawmill Workers' Union, Local 2693 of the United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC): A 24-month renewal agreement effective from September 1, 1976 to August 31, 1978, covering 450 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.</u>		
Wages:	Effective	<u>Sept. 1/76</u> <u>Sept. 1/77</u>
	COLA	64¢ for non-incentive workers
	Fold-in	
	General Increases	58¢ per hour for non-incentive workers; 6% for incentive workers
		50¢ per hour for non-incentive workers; 5% for incentive workers

Sept. 1/76

Sept. 1/77

Additional 25¢ per hour to all
Adjustments Class "A" Tradesmen and
up, including Crane
Operator (With Certificate)

Non-Incentive
Rates

Labourer, General	\$7.13 (\$5.91)	\$7.63
Mechanic, Class A-I	\$9.22 (\$7.75)	\$9.72

Wage Protection Factor:	The general wage increase in the second year of the agreement is based on the 6% protection factor of the Anti-Inflation Program. If this protection factor is revised upward in accord with movement in the Consumer Price Index, the employer will implement the upward adjustment in wages.
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Cost of Living Provision:	Discontinued.
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Effective Aug. 31, 1976, the 64¢ COLA float will be folded into wages for non-incentive workers. For incentive workers it will be continued as a supplement in lieu of COLA for the term of the agreement. Effective Sept. 1, 1976, an additional 5¢ per hour will be added to this supplement and, effective Sept. 1, 1977, an additional 4¢ per hour will be added.

Shift Premiums:	Effective Sept. 1, 1977, premium of 24¢ (22¢) per hour for work on second shift of a two-shift operation or on night shift.
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Effective Sept. 1, 1977, premium of 24¢ (22¢) per hour for work on second shift of a three-shift operation and 27¢ (25¢) per hour for work on third shift of the same.

Instructor Trainer Premium:	30¢ (20¢) per hour.
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Holiday Pay:	A permanent employee on layoff during the 21 (14) day period immediately prior to a holiday receives holiday pay for that holiday.
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A permanent employee on layoff who is recalled and works any time during the 14 (7) calendar day period immediately following a holiday receives holiday pay for that holiday.

Bereavement Leave:	Sister-in-law and brother-in-law included in up to 3 days' paid leave to attend funeral.
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Health and Welfare:	<u>OHIP, Semi-Private Hospitalization, Drug Plan</u> - Employer pays \$17.84 (\$12.84) per month for single employees and \$36.13 (\$26.13) per month for married employees for all permanent employees. This contribution continues for a period of up to six months for employees off work due to a Workmen's Compensation claim or a Short Term Disability claim (new).
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Dental Plan - Effective Jan. 1, 1978, fee schedule updated to 1976 (previously the 1974 fee schedule applied).

Assignment Allowance:	30¢ (25¢) per hour for assignment to a bush garage or away from a main camp or central garage.															
	30¢ (new) per hour for assignment to work in the yard of the main camp or central garage for one full shift or more.															
Chain Brake Allowance:	25¢ per saw (new), to a maximum of two saws, for permanent employees using power saws and installing chain brakes on them.															
Cleaning Allowance:	Effective Nov. 8, 1976, one pair of coveralls per week laundered without charge for mechanics, welders, machinists and electricians. (Previously, maximum charge of 40¢ per week to employee.)															
Protective Clothing Allowance:	Employer sells safety pants and safety boots at \$4 (\$3) below invoice price to the Company.															
Commuter Allowance:	Effective Sept. 1, 1976, \$4.32 (\$4.00) per day in lieu of board and lodging in a camp. Effective Sept. 1, 1977, \$4.58 per day.															
Mileage Allowance:	18¢ (16¢) per mile.															
Power Saw Rental Allowance:	Effective Sept. 1, 1976, \$6.10 (\$5.50) per 8-hour day or shift when felling and limbing and \$7.10 (\$6.50) per 8-hour day or shift when bucking at a landing on a skidding operation. Effective Sept. 1, 1977, \$6.45 and \$7.45 respectively.															
Tool Insurance:	Maximum coverage is \$1,000 (\$800).															
Travel Allowance:	<table><tr><td><u>Location</u></td><td><u>Nov. 8/76</u></td><td><u>Sept.1/77</u></td></tr><tr><td>Camp P-206 to Kenora</td><td>\$3.00 (\$2.75)</td><td>\$3.30</td></tr><tr><td>Camp PW-600 to Kenora</td><td>\$4.40 (\$4.00)</td><td>\$4.85</td></tr><tr><td>Camp WP-252 to Kenora</td><td>\$1.35 (\$1.25)</td><td>\$1.50</td></tr><tr><td>Camp WP-255 to Kenora via Deer Lake Road</td><td>\$4.65 (\$2.50)</td><td>\$5.10</td></tr></table>	<u>Location</u>	<u>Nov. 8/76</u>	<u>Sept.1/77</u>	Camp P-206 to Kenora	\$3.00 (\$2.75)	\$3.30	Camp PW-600 to Kenora	\$4.40 (\$4.00)	\$4.85	Camp WP-252 to Kenora	\$1.35 (\$1.25)	\$1.50	Camp WP-255 to Kenora via Deer Lake Road	\$4.65 (\$2.50)	\$5.10
<u>Location</u>	<u>Nov. 8/76</u>	<u>Sept.1/77</u>														
Camp P-206 to Kenora	\$3.00 (\$2.75)	\$3.30														
Camp PW-600 to Kenora	\$4.40 (\$4.00)	\$4.85														
Camp WP-252 to Kenora	\$1.35 (\$1.25)	\$1.50														
Camp WP-255 to Kenora via Deer Lake Road	\$4.65 (\$2.50)	\$5.10														

TRANSPORTATION

Air Canada, system-wide - Canadian Air Line Employees' Association (CLC): A 24-month renewal agreement effective from Oct. 1, 1976 to Sept. 30, 1978, covering 2,525 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Further details unavailable.

COMMUNICATION

Bell Canada, Québec and Ontario - Canadian Telephone Employees' Association (Ind.)
(clerical and associated employees): A 12-month renewal agreement effective from Dec. 1, 1976 to Nov. 30, 1977, covering 14,200 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 1/76</u>
	General Increase	10.8%
	<u>Weekly Rates</u>	
	Zone A - Toronto, Windsor and Montreal	
	Clerk, Grades 2-5	\$138.50-\$186.50 (\$125.00-\$168.25)
	Layout Artist	\$157.25-\$229.75 (\$142.00-\$207.50)

Paid Vacation: All provisions remain the same except that for employees with 3 but less than 9 years of credited service an added option has been included for 1977 whereby the employee may take 1 week in the summer and 2 weeks in the winter. Employee continues to have the option of taking 2 weeks' vacation in summer or 3 in winter.

Health and Welfare: Sick Leave - An employee with 6 months or more of credited service will be paid for continuous absence prior to the 8th calendar day in accordance with the following: 6 months but less than 2 years, that part in excess of 4 (6) half tours; 2 years but less than 4 (5) years, that part in excess of 2 (4) half tours; 4 (5) or more, full pay.

Dental Plan (new) - Employer pays 100% of premium.

Bell Canada, Québec and Ontario - Canadian Telephone Employees' Association (Ind.)
(communications sales employees): A 12-month renewal agreement effective from Dec. 1, 1976 to Nov. 30, 1977, covering 520 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 1/76</u>
	General Increase	9.8%
	<u>Monthly Rates</u>	
	Zone B - Kingston	
	Business Exchange Telephone Sales Representative	\$629-\$968 (\$573-\$882)
	Zone 1 - Hamilton, Montreal, Toronto and Windsor	

Dec. 1/76

Sales Representative

\$1,055-\$1,688
(\$ 961-\$1,537)

Hours of Work: 36 (36.56) hours per week.

RETAIL TRADE

Steinberg's Ltd. (Miracle Mart Division) at Toronto and other centres -
Local 725, Canadian Food and Allied Workers (AFL-CIO/CLC)
(retail department store empls., full-time and part-time):
A 24-month renewal agreement effective from Aug. 1, 1976
to July 31, 1978, covering 725 employees, settled at the
mediation stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Aug. 3/76</u>	<u>Aug. 3/77</u>
	<u>Increases</u>		
	Clerk (full-time)	\$15/week	\$13/week
	Clerk I (full-time)	\$16/week	\$13/week
	Part-time employees	37¢/hour	32¢/hour
	<u>Weekly Rates</u>		
	Clerk	\$125-\$180 (\$110-\$165)	\$138-\$193
	Clerk I	\$181-\$209 (\$165-\$193)	\$194-\$222
	<u>Hourly Rates</u>		
	Part-time Clerk	\$2.73-\$3.87 (\$2.40-\$3.50)	\$3.05-\$4.19

Progression to maximum-30 (36) months for all employees.

Holdback: Pending AIB approval, 8% of the negotiated increase will be implemented - \$12 per week for full-time employees and 30¢ per hour for part-time.

Hours of Work: Effective Aug. 1, 1977, reduced to 39 (40) hours per week for full-time employees with no reduction in pay.

A part-time employee with 5 years' seniority is guaranteed a minimum of 20 hours per week in stores which are open on Saturday evenings and 16 hours per week in stores not open Saturday evenings (new). The guarantee does not apply in the months of January and February, or weeks in which a statutory holiday falls.

Paid Holidays: Effective Jan. 1, 1977, a personal day off to be taken on or near employee's birthday replaces Employee's Birthday. A total of 10 paid holidays (unchanged) for full-time employees. For part-time employees, Civic Holiday and Boxing Day are added for a total of 9.

Paid Vacation: Effective May 1, 1977, 5 weeks after 18 (20) years and 6 weeks (new) after 25 years. Also 2 weeks after 1 year, 3 weeks after 5 years and 4 weeks after 10 years (unchanged).

Vacation Pay (part-time empls.): Effective May 1, 1977, employees with 5 or more years of seniority receive 6% of earnings.

Pension Plan: Base year to be 1975 (1971).
Past service credits increased to 1.75% (1.25%).
Penalty for early retirement reduced to $\frac{1}{4}$ of 1% ($\frac{1}{2}$ of 1%).

Supper Money: \$2.50 (\$2.25).

Christmas Bonus: For part-time employees, \$10 with 6 months' service, \$20 with 1 year's service (both unchanged), \$40 with 5 or more years' service (new).

Bereavement Leave: Definition of "immediate family" extended to include son-in-law and daughter-in-law for up to 3 days' paid leave.

Job Security: No full-time or part-time employee will be terminated while absent because of a justifiable illness or accident (new).

Training: The Company will set up a training program for each store for those employees who wish to have training in other areas.

Seniority: After completion of probationary period, seniority will date from original date of employment (new).

EDUCATION AND RELATED SERVICES

Brant County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 560 employees, settled at the mediation stage. Duration of negotiations - 11 months.

Holdback: A lump sum payment of \$300 for employees within the grid and \$500 for employees who are at the maximum of the grid will be paid in December to cover the period September to December 1976 (8% average increase). Pending a ruling by the AIB, salary payments will be based on the grid of the previous agreement.

Wages:	Effective	<u>Sept. 1/76</u>
	<u>Annual Rates</u>	
Teacher, Category D 0-6 years		\$8,900-\$11,300 (\$8,200-\$10,115)
Teacher, Category A1 0-10 years		\$11,500-\$19,200 (\$10,800-\$17,300)
Teacher, Category A4 0-11 years		\$13,850-\$24,300 (\$12,700-\$22,050)

Sept. 1/76

Principal

Less than 11 teachers 0-3 years	\$24,600-\$25,950 (\$22,500-\$24,000)
11 to 15 teachers 0-3 years	\$24,900-\$26,400 (\$23,000-\$24,500)
More than 15 teachers 0-3 years	\$25,400-\$26,900 (\$23,500-\$25,000)

Cost of Living Allowance: Discontinued.

Administrative Allowance: Vice Principal \$ 1,725-\$ 2,125
0-3 years (\$1,725)

Adoption Leave: Leave without pay for 6 week period or longer if required by the Adoption Agency, not to exceed 6 months unless it is mutually agreed by the Board and the employee that a more satisfactory time period be established.

Sabbatical Leave: 20 (30) months allotted per year.

Bruce County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 330 employees, settled at the fact-finder stage. Duration of negotiations - 8 months.

Wages: Effective Sept. 1/76
General Increase 4.6%-8.9%
Teacher Category 1 \$8,600-\$11,900
0 - 5 years (\$8,000-\$11,000)
Teacher Category 7 \$13,600-\$24,100
0 - 11 years (\$13,000-\$22,600)

Responsibility Allowances: Principals:
"A" Schools (8 or more occupied classrooms) - \$2,000 plus \$300 (\$275) per occupied classroom.
"B" Schools (1-7 occupied classrooms) - \$350 (\$325) per occupied classroom.
Vice-Principals:
\$150 (\$140) per occupied classroom.

Carleton Board of Education - Ontario Secondary School Teachers' Federation and L'Association des enseignants franco-ontariens (OTF):
A 20-month renewal agreement effective from Jan. 1, 1977 to

Aug. 31, 1978, covering 780 employees, settled at the mediation stage. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase*	7.5%
	<u>Annual Rates</u>	
	Teacher - Category 1 (0-10 years' experience)	\$13,930-\$21,975 (\$12,960-\$20,440)
	Teacher - Category 4 (0-10 years' experience)	\$16,010-\$26,655 (\$14,895-\$24,795)
	Principals (0-3 years' experience)	\$33,635-\$36,110 (\$31,290-\$33,590)

*The previous contract provided that, as of Dec. 31, 1976, any change between the most recently published Consumer Price Index and the base of September 1975 C.P.I. would be incorporated into the salary grids, to be effective as of Jan. 1, 1977. The general increase of 7.5% represents this COLA fold-in.

Cost of Living Allowance: Commencing January, 1977, each pay will be adjusted, up or down, on a percentage basis equal to the percentage increase or decrease in multiples of one-tenth of one percent between the most recently published All Canada - Consumer Price Index (1971 equals 100) and the base figure of the November 1976 C.P.I. The salaries being paid Jan. 1, 1977 will be guaranteed minimum salaries.

As of June 30, 1978, the percentage difference between the May 1978 C.P.I. and the base of November 1976 will be incorporated into the salary grids including allowances.

Salaries and allowances will continue at these levels with no further COLA adjustments until a new collective agreement is signed.

(Formula under previous contract was the same, except that COLA fold-in applied only to the salary grids.)

Haldimand County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1976 to August 31, 1977, covering 207 employees, settled at the fact-finder stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/76</u>
	Increase	\$675-\$ 1,455*
	Teacher Category D 0 - 6 years	\$8,375-\$11,855 (\$7,700-\$11,000)

Sept. 1/76

Teacher Category A3	\$12,905-\$22,915
0 - 11 years	(\$12,000-\$21,460)

Teacher Category A4	\$13,550-\$24,530
0 - 12 years	
(new category)	

*Note: Increases subject to approval by the Anti-Inflation Board.

Responsibility Allowances: Principals - \$21.60 (\$20) per pupil up to and including 200 pupils, \$12.95 (\$12) per pupil beyond 200.

Vice-Principals - \$5.40 (\$5) per pupil up to and including 200 pupils, \$4.30 (\$4) per pupil beyond 200.

Consultants - \$2,800 (\$2,600).

Paid Sick Leave: Effective 1976/77, maximum accumulation of 260 (240) days.
Effective 1977/78, 280 days; effective 1978/79, 300 days.

Huron County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from September 1, 1976 to August 31, 1977 covering 337 employees, settled at the fact-finder stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/76</u>
	Increases	\$782-\$2,114*
	Teacher-Category D	\$9,182-\$12,452
	0-6 years	(\$8,400-\$11,400)
	Teacher-Category A4	\$13,520-\$24,014
	0-10 years	(\$12,400-\$21,900)

*Note: Increases are subject to approval by the Anti-Inflation Board. 7% is payable immediately.

Health and Welfare: Life Insurance - Employer pays 100% (75%) of cost of premiums for plan providing coverage of \$30,000.

Drug Plan - Employer pays 100% (85%) of cost of premiums for plan with 35¢ deductible.

Lambton County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 695 employees,

settled at the mediation stage. Duration of negotiations - 10 months.

Holdback: The increases reflected below will not be implemented prior to approval by the Anti-Inflation Board.

Wages: Effective Sept. 1/76

Annual Rates

Teacher, Category 1	\$8,700 - \$12,400
0-5 years	(\$8,450 - \$11,450)

Teacher, Category 4	\$11,200 - \$18,700
0-10 years	(\$10,450 - \$17,450)

Teacher, Category 7	\$13,300 - \$23,600
0-12 years	(\$12,450 - \$22,050)

Principal

Less than 9 rooms	\$20,400 - \$25,900
	(\$18,000 - \$23,500)

9 to 15 rooms	\$20,400 - \$27,400
	(\$18,000 - \$25,000)

More than 15 rooms	\$20,400 - \$28,900
	(\$18,000 - \$26,500)

For principals holding M.Ed. Degree an additional \$550 (\$500).

Effective Sept. 1, 1976, each principal will receive an increase of the lesser of 10% or \$2,400, to a maximum of his/her category rounded to the nearest \$100.

<u>Consultant</u>	\$19,400 - \$25,900
0-10 years	(\$18,000 - \$24,000)

For consultants holding M.Ed. Degree an additional \$550 (\$500).

Health and Welfare: Dental Plan - Benefits to be based on the 1975 (1974) Ontario Dental Association fee schedule.

Retirement Gratuity Plan: The benefits of the plan, which remain unchanged from the previous agreement, are now available to all teachers employed prior to Sept. 1, 1975. Teachers hired after Sept. 1, 1975 must complete 10 years of service to be eligible. (Previously, all teachers were required to have 10 years of service.)

Sabbatical Leave: Teacher (Categories 1-3) - 60% of base pay for single, 10% for first dependent, 5% for each of the second and third dependents.

Teacher (Categories 4-7) - 55% of base pay for single, 10% for each of first two dependents, 5% for third dependent.

(Previously, teachers received a uniform rate of 60%.)

Paid Leave For Union Business (new): Up to 10 days per school year for the executive of the local Federation. If an occasional teacher is employed for any of these days the Federation will pay the cost.

Extra Degree Allowance (new): \$550 for applicable post graduate degrees.

Course Allowance Fund (new): Employer will pay the cost of courses which will not be used to effect a change in category or used to obtain an extra degree allowance. These costs will be paid from a fund not to exceed \$5,000 per year and administered by a committee of two teachers, two trustees and a superintendent.

Lincoln County Separate School Board - Ontario English Catholic Teachers'

Association (OTF): A 12-month renewal agreement effective from September 1, 1976 to August 31, 1977, covering 435 employees, settled at the post fact-finder bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	Sept. 1/76	Jan. 1/77
General Increases		8.2%	1.7%
Teacher - Level 1	\$9,046 - \$12,918		\$9,200 - \$13,138
0 - 6 years	(\$8,359 - \$11,937)*		
Teacher - Level A4	\$14,132 - \$24,314		\$14,372 - \$24,727
0 - 13 years	(\$13,060 - \$22,468)*		

* Note: Previous rates include a cost-of-living fold-in.

Cost of Living Provision: Discontinued.

Health and Welfare: Life Insurance and A.D. & D. - Benefits increase to two times(1½times) annual salary rounded to the next thousand dollars with a maximum of \$50,000 (\$20,000) coverage.

Dental Plan - Coverage based on current (previously 1975) Ontario Dental Association schedule of fees.

Muskoka Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 250 employees, settled with the assistance of a mediator. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/76
General Increase		3.4%-12.1%*

Sept. 1/76

Teacher Category 1 \$8,550-\$12,550
0-5 years (\$8,000-\$11,500)

Teacher Category 7 \$13,080-\$24,000
0-13 years (\$12,572-\$21,893)

* Note: Increases are subject to approval by the Anti-Inflation Board. Hold-back of \$100 on each teacher's salary pending such approval.

Health and Long Term Disability Plan - Employee pays 100% of cost of
Welfare: premiums. (Previously, employer paid 100% of cost of premiums.)

Responsibility Allowances:		<u>Enrolment</u>	<u>Principal</u>	<u>Vice-Principal</u>
A Schools	400+	\$7,060 (\$7,000)	\$3,540 (\$3,500)	
B Schools	201-400	\$5,360 (\$5,300)	\$2,140 (\$2,100)	
C Schools	101-200	\$3,060 (\$3,000)	\$ 440 (\$ 400)	
D Schools	25-100	\$1,360 (\$1,300)	\$ 115 (\$ 75)	

Note: Previously B Schools were divided into two groups-- B1 Schools (301-400 employees) and B2 Schools (201-300 employees). Responsibility allowances for Principals were the same in both groups. However, they varied for Vice-Principals, with \$2,100 paid in B1 Schools and \$1,100 paid in B2 Schools.

Niagara South Board of Education - Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 850 employees, settled at arbitration. Duration of negotiations - 11 months.

Holdback: The rates shown below reflect the full increases awarded by the arbitrator. Pending approval by the Anti-Inflation Board, the employer will implement only an 8% increase.

Wages:	Effective	<u>Sept. 1/76</u>
Teacher, Group 1		\$11,300 - \$19,700
0-12 (13) years		(\$ 9,749 - \$17,807)
Teacher, Group 4		\$13,700 - \$24,500
0-12 (13) years		(\$12,052 - \$22,248)
Principal		\$31,900 - \$34,700
0-4 years		(\$29,587 - \$32,295)
Vice Principal		\$28,200 - \$30,600
0-4 years		(\$26,135 - \$28,437)
Consultant		\$27,500 - \$29,700
0-4 years		(\$25,458 - \$27,489)

Responsibility Director - \$2,400 (\$2,356)
Allowances:

Department Head

Major - \$2,300 (\$2,238)
Minor - \$1,500 (\$1,414)
Assistant - \$ 942 (unchanged)

Health and OHIP - Employer pays 75% (100%) of the premium.
Welfare:

Dental Plan (new) - Employer will pay 100% of the cost of
a basic dental plan.

Norfolk Board of Education - Federation of Women Teachers' Associations of
Ontario and Ontario Public School Men Teachers' Federation (OTF):
A 12-month renewal agreement effective from Sept. 1, 1976 to Aug.
31, 1977, covering 319 employees, settled with the assistance
of a mediator. Duration of negotiations - 9 months.

Wages: Effective Sept. 1/76

General Increase 7.9%-9.4%*

Teacher Category D \$8,860-\$12,500
0-5 years (\$8,200-\$11,570)

Teacher Category A4 \$13,540-\$24,180
0-10 years (\$12,400-\$22,200)

*Note: Increases are subject to approval by the Anti-Infla-
tion Board.

Wage When salary or a responsibility allowance is reduced because
Protection: of circumstances beyond the control of the staff member, a
one-year waiting period will occur before the lower classi-
fication takes effect (new).

Cost of Discontinued.
Living
Provision:

Sabbatical Limited to 2(4) elementary teachers in any one school year.
Leave:

Mileage 19¢ (15¢) per mile, or such higher rate as the Board makes
Allowance: generally applicable.

Responsibility Non-degree Principal - \$1,600 (\$1,500) plus \$325 (\$300) per
Allowances: teacher, "teacher" to include Principal.

Vice-Principal - \$2,200 (\$2,100) in schools with fewer than
16 teachers including the Principal and \$2,600 (\$2,500) in
schools with 16 or more teachers including the Principal.

Temporary After a teacher has fulfilled the duties as Acting Principal
Transfer: for 7 (10) continuous days, he/she shall be paid the mini-
mum rate of the Principal's salary classification, retro-
active to the commencement of such duties. The Acting Princi-
pal shall also receive the Principal's administrative time
allowance for that school.

Occasional Teachers: After an Occasional Teacher has substituted for one teacher for 10 (5) consecutive days, he/she shall be placed at the proper place on schedule retroactive to the beginning of the teaching period.

Renfrew County Roman Catholic Separate School Board - L'Association des enseignants franco-ontariens and the Ontario English Catholic Teachers' Association (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 325 employees, settled with the assistance of a mediator. Duration of negotiations - 7 months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	8.3% on the grid
	Teacher D 0-6 years	\$8,653-\$11,816 (\$7,990-\$10,910)
	Teacher A4 0-14 years	\$13,711-\$24,779 (\$12,660-\$22,880)

Bereavement Leave: Niece and nephew of a teacher or the spouse of a teacher included in one day's paid leave to attend funeral. Leave may be extended at the discretion of the Board.

Education Allowances:	Principal's Certificate	- \$375 (\$340).
	Supervisory Officer's Certificate	- \$540 (\$490).

Responsibility Allowances:		<u>Principal</u>	<u>Vice-Principal</u>
	Per Full-time Classroom	\$320 (\$290)	\$160 (\$145)
	Per Half-time Classroom	\$160 (\$145)	\$ 80 (\$ 70)
	Per Full-time Resource Classroom	\$320 (\$290)	\$160 (\$145)
	Per Half-time Resource Classroom	\$160 (\$145)	\$ 80 (\$ 70)

Diagnosticians and Co-ordinators - \$2,150 (\$1,950).

Environmental Studies Consultants
and Speech Consultants - \$1,075 (\$ 975).

Wellington County Board of Education - Ontario Secondary School Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 510 employees, settled at the bargaining stage. Duration of negotiations - 11 months.

Wages:	Effective	<u>Sept. 1/76</u>
	<u>Annual Rates</u>	
	Teacher Group 1 0-10 years	\$12,000 - \$19,450 (\$10,623 - \$18,043)
	Teacher Group 4 0-11 years	\$13,900 - \$24,400 (\$12,571 - \$22,535)

Sept. 1/76

Principal

"A" Schools	\$30,700 - \$32,900
0-500 students	(\$29,400 - \$31,500)
0-3 years	

"B" Schools	\$31,300 - \$34,050
over 500 students	(\$29,313 - \$32,060)
0-4 years	

<u>Vice Principal</u>	\$27,400 - \$29,800
0-4 years	(\$25,416 - \$27,816)

Health and Welfare: Life Insurance - Coverage remains the greater of \$25,000 or $1\frac{1}{2}$ times salary, but a maximum of \$50,000 is now stipulated.

Wellington County Separate School Board - Ontario English Catholic Teachers' Association (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 242 employees, settled with the assistance of a mediator. Duration of negotiations - $8\frac{1}{2}$ months.

Wages:	Effective	<u>Sept. 1/76</u>
	General Increase	5% on the grid
	Teacher I	\$8,618-\$12,784
	0-7 years	(\$8,208-\$12,175)
	Teacher VII	\$13,287-\$24,896
	0-14 years	(\$12,654-\$23,710)

Carleton University at Ottawa - Carleton University Support Staff Association (Ind.) (clerical, technical, administrative and service employees): A $7\frac{1}{2}$ -month first agreement effective from Nov. 18, 1976 to June 30, 1977, covering 650 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 1/76</u>
	<u>Annual Rates</u>	
	Administrative Support - Grade 1	\$6,370 - \$8,000
	Technical Support - Grade 4	\$10,000 - \$13,250
	Managerial/Professional - Grade 4	\$17,500 - \$25,000

Hours of Work: 35 hours per week.

Shift Premium: 0-30¢-40¢.

Overtime Pay: Regular overtime - Time and one-half.

On regularly scheduled days off - Time and one-half.

On statutory holidays - Time and one-half plus holiday pay.

Call-back Pay: An employee called back to work outside his normal working hours will be paid a minimum of 4 hours' pay at straight time rates, or overtime rate for all hours worked, whichever is greater.

Temporary Assignment: When an employee is on an approved assignment, his salary will be increased to the minimum salary for the higher classification or an amount equal to 5% of his existing salary, whichever is greater. An employee who transfers to a different position at the request of the University will not suffer a reduction in salary.

Pay Guarantee During Official University Closure: Should the President or his delegate declare that the University or an area of the University, be officially closed temporarily due to environmental conditions, utility disruptions, road conditions of God, or other similar emergencies beyond the control of the employees covered by the Agreement, employees will receive their regular salary during the closure.

Paid Holidays: 11.

Paid Vacation: Effective July 1, 1976, vacation entitlement will be calculated as follows:

1-5 years' service on July 1	-	15 working days
6 " " " "	-	16 " "
7 " " " "	-	17 " "
8 " " " "	-	18 " "
9 " " " "	-	19 " "
10 " " " "	-	20 " "
15 or more years' service on July 1	-	22 " "

Carry-over of Vacation: Employees with 3 weeks' vacation entitlement or more will be entitled to bank up to a maximum of 10 working days annual vacation and take the banked vacation within any of the following 5 vacation years at the rate of pay for the year in which the time was taken.

Health and Welfare: Group Life Insurance, Supplementary Medical Insurance, and Total Disability Insurance - Employer pays 50% of the premiums.

OHIP - Employer pays 58.5% of the premium.

Sick Leave - Sick leave will be granted on the basis of 1½ days for every full calendar month of service and will be cumulative.

Workmen's Compensation - An employee prevented from performing his/her regular work with the University, due to an occupational accident that is covered by Workmen's Compensation, will receive from the University the difference between the amount payable by the Workmen's Compensation Board and his/her regular salary.

The employee will continue to receive full pay for a period not to exceed 6 months at which time the University will review the claim and determine if the employee is to continue on full salary or receive the Board benefits only.

Death Benefit - When an employee dies in service, the immediate next of kin will receive a cheque in the amount of 2 months' gross salary from the University.

**Retirement
Plan:**

Employer contributes 6% of the base salary plus at least 2.4% Minimum Guarantee Fund.

**Severance
Pay:**

Employees who are released under conditions of lay-off will be eligible for the following:

More than 12 years' service	- 6 months' formal notice, or pay in lieu
More than 10 years' service	- 5 months' formal notice, or pay in lieu
More than 8 years' service	- 4 months' formal notice, or pay in lieu
More than 6 years' service	- 3 months' formal notice, or pay in lieu
More than 4 years' service	- 2 months' formal notice, or pay in lieu
More than 2 years' service	- 1 month formal notice, or pay in lieu
2 years' service or less	- in accordance with the Employment Standards Act of Ontario

During the period of notice of release, an employee may choose to remain in the service of the University. During this period the employee will be afforded the necessary time off to pursue alternate employment. Upon finding alternate employment, he will receive pay in lieu for the balance of his formal notice.

**Technological
Change:**

In the event of lay-offs due to introduction of technological change, the University will endeavour to find alternative employment opportunities within the University and to provide the training required to prepare eligible employees for such opportunities. The Federal and Provincial Manpower Departments will be requested, if necessary, to assist employees in such training programs as will qualify them for appropriate employment opportunities. Where appropriate opportunities are not available, employees will be released under the lay-off provisions in the agreement and will be entitled to severance pay as outlined above.

**Educational
Assistance:**

An employee who applies for financial assistance for courses directly related to his job will, upon successful completion of the course, be reimbursed by the University for 100% of the tuition cost.

All members of the bargaining unit will be entitled to register for credit courses free of tuition from the date of employment with the University. The employee's spouse and dependent children will also be entitled to register for credit courses free of tuition, if the employee has completed 3 consecutive years of employment. The University will not be responsible for payment of supplementary fees.

Bereavement Leave:	Up to 3 working days' paid leave upon the death of a member of an employee's immediate family. In the case of the death of an employee's sister-in-law, brother-in-law, son-in-law or daughter-in-law, the University will grant a day off with pay to attend the funeral.
Jury Duty and Court Witness:	The University will pay an employee who is subpoenaed to serve on a jury, or appear as a witness in a civil or criminal action, the difference between his regular pay at normal rates for the number of hours he normally works and the payment he receives for such service.
Leave of Absence - Association Activity:	Leave of absence with pay may be granted upon request by the University to employees elected or appointed to represent the Association at Association-related conferences, workshops, and educational seminars. Such time will not exceed a total of 24 days in any one calendar year for the entire bargaining unit.
Special Leave:	Up to a maximum of 5 days per year to accommodate emergencies of a personal nature such as illness in the family, marriage, fire, moving of household, writing examinations, etc..
Maternity Leave:	Upon request, an employee may be granted up to 3 months' leave of absence, without pay, in addition to the standard maternity leave provided under the Employment Standards Act of Ontario. Upon return to work, the employee will be reinstated in her former position, or in a job of at least equal position, salary and seniority.
Safety Equipment:	Employees required to work in shops or in dangerous and/or adverse conditions will be supplied with all tools, equipment, protective clothing, footwear and safety glasses to meet these conditions.

HEALTH AND WELFARE SERVICES

Durham Regional Municipality (Homes for the Aged) - Local 132, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from Jan. 1, 1977 to Dec. 31, 1977, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1½ months.

Wages:	Effective	Jan. 1/77
	General Increase	35¢*
	Housekeeping Aide	\$4.67 (\$4.32)
	Maintenance Worker II	\$6.31 (\$5.96)

*Note: Increases are subject to approval by the Anti-Inflation Board.

Shift Premium: \$1.35 (\$1.15) per shift for full shifts other than the day shift.

Lead Hand Premium:	20¢ (15¢) per hour.
Call-back Pay:	Minimum of 3 hours at time and one-half (new).
Reporting Pay:	Minimum of 4 hours at straight time (new).
Paid Vacation:	5 weeks (new) after 20 years' service.
Bereavement Leave:	Mother-in-law and father-in-law included in up to 3 (1) days' paid leave.
Health and Welfare:	<u>Extended Health Care Plan</u> - Prescription eyeglass coverage added. Maximum benefit of \$40 in any two-year period per wearer. Employer pays 100% of cost of premiums for all employees. <u>Dental Plan</u> - Employer pays 50% of cost of premiums for basic dental plan (new). Only regular full-time employees are eligible for coverage.
Temporary Transfer:	An employee relieving in a higher grade for a full shift (previously, for more than a full shift) receives the rate for the position for which he is relieving for the full period of the relief.

SERVICES TO BUSINESS MANAGEMENT

Tele-Direct Ltd., Québec and Ontario - Canadian Telephone Employees' Association (Ind.) (clerical and associated employees): A 12-month renewal agreement effective from Dec. 1, 1976 to Nov. 30, 1977, covering 660 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 1/76</u>
	General Increase	10.8%
	<u>Weekly Rates</u>	
	Zone A - Toronto and Montreal	
	Clerk, Grades 2-5	\$138.50-\$186.50 (\$125.00-\$168.25)
	Layout Artist	\$157.25-\$229.75 (\$142.00-\$207.50)

Paid Vacation: All provisions remain the same except that for employees with 3 but less than 9 years of credited service an added option has been included for 1977 whereby the employee may take 1 week in the summer and 2 weeks in the winter. Employee continues to have the option of taking 2 weeks' vacation in summer or 3 in winter.

Health and
Welfare:

Sick Leave - An employee with 6 months or more of credited service will be paid for continuous absence prior to the 8th calendar day in accordance with the following: 6 months but less than 2 years, that part in excess of 4 (6) half tours; 2 years but less than 4 (5) years, that part in excess of 2 (4) half tours; 4 (5) years or more, full pay.

Dental Plan (new) - Employer pays 100% of premium.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Council of Graphic Arts Unions
(5 AFL-CIO/CLC unions) (printing operations group, non-supervisory employees): A 13-month renewal agreement effective from Dec. 1, 1976 to Dec. 25, 1977, covering 1,240 employees, settled at the bargaining stage. Duration of negotiations - 14 months.

Wages:	Effective	Jan. 1/76	June 1/76	Dec. 27/76
Bindery		\$4.21	\$4.85*	\$5.24
Operator		(\$4.15)		
Level 1				
(Ottawa - Hull - Montreal)				
<u>Québec and Ontario</u>				
Offset Machine		\$6.53		\$7.05
Operator 1		(\$5.79)		
(after 4 years)				
Lithographic		\$10.12		\$10.93
Pressman		(\$ 9.10)		
(Two Colour: Over 63")				

* \$4.71 per hour will be implemented pending approval of the negotiated rate, as shown above, by the Anti-Inflation Board.

Note: Hourly rates continue to be equivalent to the rates negotiated between private sector employers and the appropriate union. In the first year of the new contract this represents an average increase of 13.95%. Effective Dec. 27, 1976, employees receive an 8% across the board increase.

Night Shift Differential: Maximum premium of 45¢ (40¢) per hour. Effective Sept. 30, 1976, the maximum premium will be 50¢.

Lead Hand Differential: 30¢ (25¢) per hour.

Bereavement Leave: 1 day's paid leave upon the death of an employee's brother-in-law, sister-in-law, grandparent, son-in-law, daughter-in-law, grandchild, or ward (new).

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (meteorology group): An 8-month renewal agreement effective from Nov. 3, 1976 to June 26, 1977, with a wage increase retroactive to June 30, 1975. The agreement covers 505 employees and was settled after a work stoppage. Duration of negotiations - 19 months.

Wages:	Effective	June 30/75	June 28/76
	Increases	14.2%, to a maximum of \$2,400 per year	11.76%, to a maximum of \$2,400 per year

Annual Rates

MT-1	\$9,500 - \$12,500 (\$8,360 - \$11,000)	\$10,500 - \$14,000
MT-5	\$19,883 - \$22,731 (\$17,483 - \$20,331)	\$22,221 - \$25,131
MT-8	\$26,311 - \$30,203 (\$23,911 - \$27,803)	\$28,711 - \$32,603

Previous rates shown above reflect a conversion from 11 to 8 pay levels effective June 30, 1975.

Paid Vacation: Effective June 28, 1976, 3 weeks after 1 year of service (unchanged), 4 weeks after 10 (15) years and 5 weeks after 30 years (unchanged).

Meal Allowance (new): \$2.50 after 3 hours of overtime.

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (veterinary science group): A 14-month renewal agreement effective from Nov. 5, 1976 to Dec. 25, 1977, with a wage increase retroactive to Dec. 29, 1975. The agreement covers 550 employees and was settled at the conciliation board stage. Duration of negotiations - 14 months.

Wages:	Effective	Dec. 29/75	Dec. 27/76
	Average Increases	16.6%	8.7%

Details of actual rates are unavailable for publication. Salary increases are being implemented up to the Anti-Inflation Board guideline, pending approval of the negotiated rates by the Board.

Paid Vacation: 3 weeks after 1 year of service, 4 weeks after 12 years
(both unchanged) and 5 weeks after 27 (30) years.

Meal Allowance \$2.50 after 3 hours of overtime.
(new):

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (CLC)
(administrative services category): A 12-month renewal agreement effective from Oct. 1, 1976 to Sept. 30, 1977, covering 4,760 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Oct. 1/76
	General Increase	7% plus \$10 per week to a maximum of \$2,400 per year
	<u>Weekly Rates</u>	
	Tax Auditor 1	\$248.55 - \$296.03 (\$222.94 - \$267.32)
	Technical Consultant 2	\$499.71 - \$620.41 (\$457.67 - \$574.42)

The agreement covers wages only.

Ontario Government - Ontario Public Service Employees Union (CLC) (scientific and professional services category): A 12-month renewal agreement effective from Oct. 1, 1976 to Sept. 30, 1977, covering 3,500 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Oct. 1/76	Apr. 1/77
	General Increases	9.3% to a maximum of \$2,400 per year except for Occupational Therapists 1, 2 and 3 who receive 14.3% to a maximum of \$2,400 per year	5% for Occupational Therapists 1, 2 and 3 only
	<u>Weekly Rates</u>		
	Nurse 1	\$231.89 - \$284.26 (\$212.16 - \$260.07)	
	Education Officer 3	\$524.22 - \$658.58 (\$479.62 - \$612.58)	

The agreement covers wages only.

LOCAL ADMINISTRATION

Etobicoke Borough Corporation - Local 1137, Fire Fighters (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1976 to December 31, 1977, covering 373 employees, settled at the bargaining stage. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Jan. 1/77</u>
	Increases	\$525-\$1,680	\$255-\$1,745
	Probationary	\$11,745 (\$11,220)	\$12,000
	1st Class Fire Fighter	\$17,500 (\$16,115)	\$18,550
	District Chief	\$22,000 (\$20,320)	\$23,745

Health and Welfare: Long Term Disability Plan - Effective January 1, 1977, employer pays 100% of cost of new plan providing benefits of 75% of monthly earnings up to a maximum of \$2,000 per month, payable after 6 months' disability up to age 65.

Dental Plan - Effective January 1, 1977, employer pays 100% of cost of new basic preventative dental plan with no deductibles and no co-insurance.

Addendum

June 1976 Settlement

HEALTH AND WELFARE SERVICES

Leisure World Nursing Homes Limited at Toronto - Local 204, Service Employees (AFL-CIO/CLC): A 12 - month renewal agreement effective from June 29, 1976 to June 28, 1977, covering 240 employees, settled at the arbitration stage in June 1976. Duration of negotiations - 7 months.

Wages:	Effective	<u>Oct. 1/75</u>	<u>Apr. 1/76</u>
	Increases	13¢-19¢ [*]	13¢-18¢
	Domestic	\$2.68-\$2.94 (\$2.50-\$2.75)	\$2.81-\$3.09
	RNA	\$3.37-\$3.61 (\$3.21-\$3.44)	\$3.54-\$3.79
	Effective	<u>Sept. 1/76</u>	<u>Apr. 1/77</u>
	Increases	29¢-38¢	49¢-90¢

	<u>Sept. 1/76</u>	<u>Apr. 1/77</u>
Domestic	\$3.09-\$3.40	\$3.83-\$4.25
RNA	\$3.89-\$4.17	\$4.55-\$4.85

Probationary period is 60 working days. Maximum rates reached after two 1-year increases.

*Note: Increases are subject to approval by the Anti-Inflation Board.

Paid Vacations: 4 weeks (new) after 14 years.

Health and Welfare: Life Insurance - Effective September 1, 1976, employer pays 50% of the cost of premiums for new voluntary insurance policy providing coverage of \$2,000.

July 1976 Settlements

TEXTILE

Kraus Carpet Mills Limited at Waterloo - Kraus Carpets Employees Association (Ind.): A 24-month renewal agreement effective from July 1, 1976 to June 30, 1978, covering 248 employees, settled at the bargaining stage and ratified in July 1976. Duration of negotiations - 2 months.

Wages:	Effective	<u>July 1/76</u>	<u>July 1/77</u>
	General	45¢	35¢
	Increases		
	Additional	5¢ for Mechanic	5¢ for Mechanic
	Adjustments		
	Creel Hand	\$3.45 (\$3.00)	\$3.80
	Mechanic	\$6.05 (\$5.55)	\$6.45

Hours of Work: 40 (42½) hours per week.

Health and Welfare: Life Insurance and A.D. & D. - \$6,000 (\$6,000 for married employees, \$3,000 for single employees).

Weekly Indemnity Plan - Benefits increase to 66 2/3% of weekly earnings to a maximum of \$133 (\$113) per week.

Dental Plan - Effective July 1, 1976 employer pays 50% of cost of new basic dental plan with \$25 deductible per family. Effective July 1, 1977, employer pays 100% of cost.

CONSTRUCTION

The Masonry Contractors Association of Toronto - Local 1, Bricklayers, Masons Independent Union (Ind.): A 12-month renewal agreement effective from June 1, 1976 to May 31, 1977, covering 1,100 employees, settled at the post-conciliation bargaining stage and ratified in July 1976. Duration of negotiations - 3 months.

Wages:	Effective	July 5/76	Oct. 11/76
	General	45¢*	55¢
	Increases		
	Journeyman	\$9.60	\$10.15
	Bricklayer	(\$9.15)	

*Note: 17¢ of this increase was rolled back by the Anti-Inflation Board.

Welfare: Employer contributes 30¢ (20¢) per hour.

The Masonry Contractors Association of Toronto - Local 1, Bricklayers, Masons Independent Union (Ind.): A 12-month renewal agreement effective from June 1, 1976 to May 31, 1977, covering 500 employees, settled at the post-conciliation bargaining stage and ratified in July 1976. Duration of negotiations - 3 months.

Wages:	Effective	July 5/76	Oct. 11/76
	General	30¢*	40¢
	Increases		
	Bricklayer	\$7.95	\$8.35
	Assistant	(\$7.65)	

*Note: 17¢ of this increase was rolled back by the Anti-Inflation Board.

Hours of Work: 44 (45) hours per week.

Welfare: Employer contributes 30¢ (20¢) per hour.

August 1976 Settlement

LOCAL ADMINISTRATION

Windsor City Corporation (Fire Department) - Local 455, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 286 employees, settled at the bargaining stage and ratified in August 1976. Duration of negotiations - 8½ months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	9%
	Intermediate Clerk	\$11,353.13-\$12,474.65 (\$10,415.72-\$11,444.63)
	4th Class Fire Fighter - Second 6 months	\$12,077.80 (\$11,080.55)
	1st Class Fire Fighter	\$17,254.00 (\$15,829.36)
	Chief Training Officer	\$23,430.60-\$24,155.60 (\$21,495.96-\$22,161.10)
	Probationary period is 6 months. Maximum rates for Intermediate Clerk reached after three 1-year increases and for Chief Training Officer after one 1-year increase.	
Mileage Allowance:	22¢ (20¢) per mile for the first 5,000 miles annually and 17¢ (15¢) per mile thereafter.	

This settlement has been approved by the Anti-Inflation Board.

September 1976 Settlement

EDUCATION AND RELATED SERVICES

North York Public Library Board - Local 771, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 261 employees, settled with mediation assistance and ratified in September 1976. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	5.7%-15.5%
	Clerk Typist	\$4.39-\$5.25 (\$3.80-\$4.67)
	Maintenance Mechanic	\$6.13-\$6.73 (\$5.55-\$6.16)
	General Librarian	\$6.84-\$8.30 (\$6.27-\$7.74)

Probationary period is 3 months. Annual increases are based on merit. Maximum rates are reached after 3 or 4 years, depending on classification.

Cost of Living Allowance: Lump sum payment (new) of 1% of wages for each 1% increase in the Canada Consumer Price Index (1971=100) above 158.0. Payment to be prorated where necessary. When provision terminates Dec. 31, 1976, any major portion of a percentage figure which is above a full 1% increase will be taken into account in calculating the lump sum amount.

Paid Vacations: Non-professional Staff - 2 working days with pay for each calendar month worked from September to June inclusive after 10 (15) years' service.

Professional and Non-Professional Staff - 5 weeks (new) after 18 years' service and 6 weeks (new) after 25 years.

Bereavement Leave: Son-in-law and daughter-in-law included in up to 3 days' paid leave for attendance at funeral and 5 days' paid leave for same if burial is outside Ontario.

Health and Welfare: Life Insurance and A.D. & D. - As soon as possible, existing Plan will be altered to provide insurance in accordance with the Borough of North York plan (inside employees). Employer pays 50% of cost of premiums for plan which is compulsory for all employees. (Previously, employer paid 50% of cost of premiums for plan compulsory for all male staff members. Coverage ranged between \$3,750 for employees earning up to \$2,500 per year and \$50,000 for employees earning over \$25,000 per year.)

Long Term Disability Plan - As soon as is reasonably possible a Long Term Disability Plan (new) will be instituted. It will be equivalent to that of the Borough of North York (inside employees) with the employer paying 100% of cost of premiums.

Dental Plan - Effective Aug. 1, 1976, employer pays 100% (50%) of cost of premiums for Blue Cross Dental Plan No. 7.

Mileage Allowance: Effective July 1, 1976, 18¢ per mile (new).

October 1976 Settlements

EDUCATION AND RELATED SERVICES

York County Board of Education - Local 1734, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from June 1, 1976 to May 31, 1977, covering 300 employees, settled with mediation assistance and ratified in October 1976. Duration of negotiations - 4 months.

Wages:	Effective	<u>June 1/76</u>
	COLA Fold-in	\$300
	General Increase	8%*

June 1/76

Clerical Level 1	\$6,264-\$7,749 (\$5,500-\$6,875)
Buyer	\$9,936-\$14,256 (\$8,900-\$12,900)

Probationary period is 90 working days. Annual increments of \$350 for Clerical Level 1 and \$700 for Buyer.

* Note: Increases are subject to approval by the Anti-Inflation Board. \$300 COLA fold-in and 8% wage increase are payable immediately. Annual increments to be implemented upon approval by the Anti-Inflation Board.

Cost of Living Provision: Discontinued.

Paid Holidays: One floating day is added for a total of 11 days. The new floater replaces Remembrance Day which was recognized previously when observed as a school holiday on a regular school day.

Bereavement Leave: Provision for 1 day's paid funeral leave (new). Deceased's relationship to employee is unspecified.

Meal Allowance: \$2.50 (new) after 3 hours of overtime.

HEALTH AND WELFARE SERVICES

Chatham Public General Hospital - Local 210, Service Employees (AFL-CIO/CLC): A 21½-month renewal agreement effective from January 1, 1976 to October 14, 1977, covering 213 employees, settled at the arbitration stage in October 1976. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Apr. 1/76</u>
	General Increases	20¢ per hour*	29¢
	Hospital Aide	\$692-\$728 per month (\$657-\$693)	\$742-\$778
	Carpenter	\$899-\$977 per month (\$864-\$942)	\$949-\$1,027
	Effective	<u>Jan. 1/77</u>	<u>July 1/77</u>
	General Increases	29¢ per hour	20¢
	Hospital Aide	\$792-\$828 per month	\$827-\$863
	Carpenter	\$999-\$1,077 per month	\$1,034-\$1,112

* Note: Increases are subject to approval by the Anti-Inflation Board. All the January 1, 1976 increase and 15¢ of the April 1, 1976 increase is payable immediately.

Probationary period is 2 (3) months. Maximum rates for Hospital Aide and Carpenter reached after 2 years.

Hours of Work: 40 hours per week average.

Shift Premium: Effective January 1, 1977, 0-\$1.55-\$1.55 (0-\$1.00-\$1.00) per shift.

Paid Holidays: Effective in 1977, third Monday in February (or Heritage Day if declared) added for a total of 11 (10) days.

Paid Vacations: Effective January 1, 1976, 3 weeks after 4 (5) years and 4 weeks after 13 (15) years.

Bereavement Leave: Grandchildren included in up to 3 days' paid leave to attend or to make arrangements for funeral (new). Brother and sister of spouse included in one day's paid leave to attend funeral (new).

Health and Welfare: Life Insurance - Employer pays 100% (75%) of cost of premiums.

Anti-Inflation Board Rulings in November 1976

Settlement	Reference	Action
Metropolitan Toronto Road Builders' Association and International Operating Engineers	Aug. 76, p. 480	Disallowed
Metropolitan Toronto Road Builders' Association and Labourers and Teamsters	June 76, p. 346	Disallowed
Metropolitan Toronto Sewer and Watermain Contractors Association and Labourers and Teamsters	June 76, p. 346	Disallowed
Toronto Heavy Construction Association (General Contractors) and Labourers	June 76, p. 348	Disallowed

Note: Actions refer to settlements covering 200 or more employees published previously. This list includes only those rulings which have come to the attention of the Ministry of Labour and it may be incomplete.

Negotiations in Progress during November 1976 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage*
Abitibi Paper Co. (Lakehead Woodlands, Sault Ste. Marie and Iroquois Falls Divs.), Thunder Bay, Sault Ste. Marie and Iroquois Falls	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC) (woods empls.)	1,560	PCB
Allied Chemical Canada Ltd., Amherstburg	Auto Workers (CLC)	500	CO
American Can of Canada Ltd., Brampton	Printing and Graphic Communications (AFL-CIO/CLC)	300	CO
American Motors (Canada), Ltd., Brampton	Auto Workers (CLC)	1,175	PCB
Amoco Canada, Patchogue Plymouth Division, Hawkesbury	Woodworkers (AFL-CIO/CLC)	450	B
Atomic Energy of Canada Ltd., Power Projects, Mississauga	Society of Professional Engineers	340	B
Bendix Home Systems Ltd., Hensall	Carpenters (AFL-CIO/CLC)	320	B
J. Brant Memorial Hospital, Burlington	Ont. Nurses' Assn. (Ind.)	322	B
Belleville General Hospital, Belleville	Ont. Nurses' Assn. (Ind.)	276	B
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	389	PMB
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	203	F
Canada Machinery Corp., Cambridge	Steelworkers (AFL-CIO/CLC)	222	CO
Canada Packers Ltd.	Foodworkers (AFL-CIO/CLC)	360	B
Canada Safeway, south-eastern Ont.	Retail Clerks (AFL-CIO/CLC) (retail food empls., full and part-time)	650	B
Canadian General Electric Company Ltd., Barrie, Burlington, Caledonia, Guelph, Peterborough, Toronto and Trenton	Electrical Workers (U.E.) (CLC)	6,970	B

* See page 703 for definition of codes.

Negotiations in Progress during November 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Canadian National Institute for the Blind, province- wide	Service Employees (AFL-CIO/CLC)	575	B
Canron Ltd. (Eastern Structural Div.), Toronto	Canadian Workers Union (Ind.)	315	MED
Carleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	1,110	MED
Carleton Roman Catholic School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	620	B
Carling O'Keefe Ltd. and Carling O'Keefe Transport, Etobicoke, Toronto and Waterloo	Cdn. Brewery Workers Union (CLC) (production and transport empls.)	610	B
Champion Spark Plug of Canada, Windsor	Auto Workers (CLC)	353	CO
Chrysler Canada Ltd., National Parts Depot, Mississauga	Auto Workers (CLC)	312	B
Cochrane Enterprises Ltd. Cochrane	Carpenters (AFL-CIO/CLC)	324	CO
Continental Can Co. of Canada Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	300	B
Corby Distilleries Ltd., Corbyville	Distillery Workers (AFL-CIO/CLC)	200	B
Council of Printing Industries of Canada, Toronto	Graphic Arts Inter. Union (AFL-CIO/CLC)	800	B
Crane Canada Ltd. Brantford	Steelworkers (AFL-CIO/CLC)	200	MED
Crouse-Hinds Canada Ltd., London	Electrical Workers (IBEW) (AFL-CIO/CLC)	217	B
Dashwood Industries Ltd., Centralia	Carpenters (AFL-CIO/CLC)	230	B
Dobbie Industries Ltd., Worsted and Handknit Div., Cambridge	Clothing and Textile Workers Union (AFL-CIO/CLC)	350	B

Negotiations in Progress during November 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Dominion Dairies Ltd., Toronto	Teamsters (Ind.)	385	B
Dominion Stores (K-Mart Plaza), Guelph, Kitchener, Waterloo and Midland	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	400	CO
Domtar, Woodlands, Nipigon	Carpenters (AFL-CIO/CLC)	250	CO
Dorr-Oliver-Long Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	425	B
Dryden Paper Co. Ltd. (Woods Operations), Dryden	Carpenters (AFL-CIO/CLC)	250	B
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	850	MED
Durham Region Roman Catholic Separate School Board	Teachers Federations	365	MED
Eddy Forest Products Ltd. (Woods Operations), Espanola	Carpenters (AFL-CIO/CLC)	400	B
Essex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	525	B
Essex County Roman Catholic Separate School Board	Teachers Federations	464	MED
Etobicoke Borough Corporation	CUPE (CLC) (outside empls.)	670	B
Fabricated Steel Products (Windsor) Ltd., Windsor	Auto Workers (CLC)	330	B
Federal Pioneer Ltd., Bramalea	Electrical Workers (IUE) (AFL-CIO/CLC)	212	B
Fiberglas Canada, Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	595	B
Firestone Canada Ltd., Hamilton	Rubber Workers (AFL-CIO/CLC)	1,300	B
Frontenac-Lennox and Addington County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	217	PFB

Negotiations in Progress during November 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
General Signal of Canada Ltd. (Edwards of Canada), Owen Sound	Steelworkers (AFL-CIO/CLC)	230	PCB
Gidon Industries Inc., Toronto	Steelworkers (AFL-CIO/CLC)	210	CO
Glendale Spinning Mills, Hamilton	Clothing and Textile Workers Union (AFL-CIO/CLC)	275	B
Globe and Mail Ltd., Toronto	Newspaper Guild (AFL-CIO/CLC)	400	PCB
Goodyear Tire and Rubber Co. of Canada Ltd., Collingwood	Rubber Workers (AFL-CIO/CLC)	225	CO
Goodyear Canada Inc., New Toronto	Rubber Workers (AFL-CIO/CLC)	1,530	B
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.)	200	CO
Hamilton City Hydro Electric Commission	Electrical Workers (IBEW) (AFL- CIO/CLC)	300	B
Hamilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	735	B
Hamilton-Wentworth Reg- ional Board of Comm- issioners of Police, Hamilton	Hamilton-Wentworth Police Assn. (Ind.)	625	B
Hand Assn. of Road Sewer and Watermain Con- tractors, Hamilton	Labourers (AFL-CIO/CLC)	500	B
Hotel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.)	200	B
Huyck Canada Ltd. (Kenwood Mills Div.), Arnprior	CLC - Chartered Local	200	B
ITE Industries Ltd., Mississauga and Malton	Electrical Workers (IBEW) (AFL-CIO/CLC)	250	CO
ITT Canada Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	229	B
Inglis Ltd., Stoney Creek	Auto Workers (CLC)	680	WS

Negotiations in Progress during November 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Johnson, Matthey and Mallory Ltd., Toronto	CLC - Chartered Local	230	B
Kelsey-Hayes Canada Ltd., Windsor	Auto Workers (CLC)	730	B
Kingston City Corp. (including Rideaucrest Home for the Aged)	CUPE (CLC) (office, clerical, technical, maintenance and service empls.)	335	B
Kingston General Hospital	Ont. Nurses' Assn. (Ind.)	450	B
Labatt's Ontario Breweries, London	CLC Chartered Local No. 1	500	B
Lakehead Terminal Elevators (various companies), Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	B
Levesque Plywood Ltd., Hearst	Carpenters (AFL-CIO/CLC)	300	B
Libby, McNeill and Libby of Canada Ltd., Chatham	Auto Workers (CLC)	220	PCB
Lincoln County Board of Education	CUPE (CLC) (maintenance empls.)	205	B
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	221	B
Linen Supply Industry Employers' Council, Toronto	Laundry Workers (CLC)	1,200	CO
Loblaws Ltd., Ottawa and other centres	Retail Clerks (AFL-CIO/CLC) (full and part-time empls.)	730	MED
Loblaws Ltd., Toronto and other centres	Foodworkers (AFL-CIO/CLC) (full and part-time empls.)	710	MED
London City Corp.	CUPE (CLC) (office, clerical and technical empls.)	325	B
London City Corp.	CUPE (CLC) (outside empls.)	540	B
McGraw-Edison of Canada Ltd. (Major Appliance Division), Cambridge	Electrical Workers (IUE) (AFL-CIO/CLC)	500	B
McMaster University (Grounds and Buildings), Hamilton	Service Empls. (AFL-CIO/CLC)	278	CO

*Federal jurisdiction

Negotiations in Progress during November 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Metropolitan Board of Comm- issioners of Police, Toronto	Metro. Toronto Police Assn. (Ind.) (office, garage and parking control officers, etc.)	1,300	B
Metropolitan Board of Comm- issioners of Police, Toronto	Metro. Toronto Police Assn. (Ind.) (policemen)	5,300	B
Molson's Brewery (Ontario) Ltd. and W.J. Hyatt Transport, Toronto	Cdn. Brewery Workers Union (CLC)	625	B
Middlesex County Board of Education	Teachers Federations	364	F
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	290	CO
Neilson, William, Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	850	CO
Newman Steel Warehouse Ltd., Oakville, St. Catharines and Saltfleet Twp.	Steelworkers (AFL-CIO/CLC)	240	PCB
Niagara Falls City Corp.	CUPE (CLC) (clerical, service and maintenance empls.)	300	B
Niagara Regional Munici- pality (Homes for the Aged), St. Catharines and other centres	CUPE (CLC) (non-medical empls.)	530	ARB
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont. Ont. Public School Men Teachers' Fed. and Assn. des enseignants franco-ontariens (OTF)	940	MED
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	244	MED
North York Borough	CUPE (CLC) (inside empls.)	510	B
North York Borough	CUPE (CLC) (outside empls.)	710	B
North York Borough	Fire Fighters (AFL-CIO/CLC)	555	B
North York General Hos- pital, Toronto	Ont. Nurses' Assn. (Ind.) (full-time empls.)	400	B

Negotiations in Progress during November 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Northern Telephone Ltd., province-wide**	Communication Workers (CLC)	225	CB
Northumberland and New- castle Board of Educa- tion, Cobourg	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	610	MED
Northwestern General Hosp- ital, Toronto	Ont. Nurses' Assn. (Ind.)	200	B
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Empls. Union (OPSEU) (academic staff, librarians and counsellors)	5,450	B
Ontario Government (Employee Benefits)	OPSEU (classified public servants)	52,000	B
Ontario Government (Work- ing Conditions)	OPSEU (classified public servants)	52,000	B
Ontario Government	OPSEU (clerical services category)	9,740	B
Ontario Government	OPSEU (general operational serv- ices category)	5,330	B
Ontario Government	OPSEU (institutional care and correctional services category)	9,350	B
Ontario Government	OPSEU (maintenance services cate- gory)	6,140	B
Ontario Government	OPSEU (office services category)	7,455	B
Ontario Government	OPSEU (technical services category)	5,290	B
Ontario Housing Corp- oration, Toronto	CUPE (CLC) (maintenance empls.)	670	B
Ontario Housing Corp- oration, province- wide	CUPE (CLC) (office and maintenance empls.)	800	B
Ontario Malleable Iron Co. Ltd., Oshawa	Steelworkers (AFL-CIO/CLC)	200	WS
Oshawa City Corp.	CUPE (CLC) (office, technical and clerical empls.)	225	B
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	419	B

** Federal jurisdiction

Negotiations in Progress during November 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco-ontariens (OTF)	1,630	B
Ottawa Board of Education	Ottawa Board of Education Empls. Assn. (Ind.) (main-tenance, service and plant operations empls.)	900	B
Ottawa-Carleton Regional Transit Commission, Ottawa**	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,300	B
Ottawa Citizen (Div. of Southam Press Ltd.), Ottawa	Newspaper Guild (AFL-CIO/CLC)	230	PCB
Ottawa City	Fire Fighters (AFL-CIO/CLC)	500	B
Ottawa City	Ottawa Police Assn. (Ind.)	680	B
Ottawa City and Regional Municipality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,090	B
Ottawa Civic Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	870	B
Ottawa General Hospital, Ottawa	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	367	CO
Ottawa Roman Catholic School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco-ontariens (OTF)	1,515	MED
Peel County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,650	MED
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.)	385	B
Perth County Board of Education	Teachers Federations	370	B
Peterborough Civic Hospital	CUPE (CLC)	340	B
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full-time empls.)	342	B
Philco-Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	500	B

** Federal jurisdiction

Negotiations in Progress during November 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	710	B
Queen's University, Kingston	Canadian Labour Congress (main- tenance, service and stationary engineers)	350	B
Rheem Canada Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	265	B
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	253	B
Robson-Long Leathers Ltd., Barrie, Cobourg, Kitchener and Oshawa	Foodworkers (AFL-CIO/CLC)	500	B
Royal Victoria Hospital of Barrie, Inc.	Ont. Nurses' Assn. (Ind.)	234	B
SKF Manufacturing of Canada Ltd., Scarborough	Machinists (AFL-CIO/CLC)	400	B
St. Catharines City Corp. (Arena, City Hall, Parks and Recreation and Works Dept.)	CUPE (CLC)(equipment operators, maintenance and service empls.)	200	B
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	360	B
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.)	685	B
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.)	300	B
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	385	B
St. Joseph Religious Hospitaliers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	275	B
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	510	B
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	225	B
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	280	B

Negotiations in Progress during November 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Scarborough Borough	CUPE CLC) (outside empls.)	620	B
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	B
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.)	615	B
Simcoe County Board of Education	CUPE (CLC) (maintenance, service and bus drivers)	325	B
Simcoe County Board of Education	OPSEU (office, clerical and technical empls.)	217	B
Simcoe County Roman Cath- olic Separate School Board	Teachers Federations	275	F
Spruce Falls Power and Paper Co., Kapuskasing	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC)	510	CO
Stormont, Dundas and Glen- garry Counties Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco-ontariens (OTF)	525	B
Sunnybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	505	CO
Texaco Canada Ltd.	Oil Workers (AFL-CIO/CLC)	200	B
Tonka Corp. Canada Ltd., Malton	Moulders (AFL-CIO/CLC)	300	CO
Toronto City	Fire Fighters (AFL-CIO/CLC)	1,300	B
Toronto Commercial Film Producers Assn.	Moving Picture Machine Operators (AFL-CIO/CLC)	250	B
Toronto Construction Assn.	Iron Workers (AFL-CIO-CLC)	500	B
Toronto Construction Assn. (General Contractors Section)	Plasterers (AFL-CIO/CLC)	500	CO
Toronto East General & Orthopaedic Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	550	B
Toronto General and other hospitals, Toronto and other centres	OPSEU (paramedical empls.)	2,800	B

Negotiations in Progress during November 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg' Stag
Toronto General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	840	B
Toronto Hotel Assn.	Hotel Employees (AFL-CIO/CLC)	800	B
Toronto Hydro Electric System	CUPE (CLC) (clerical and technical empls.)	500	B
Toronto Hydro Electric System	CUPE (CLC) (hourly-rated empls.)	500	B
Toronto Metropolitan and Toronto City	CUPE (CLC) (inside and outside empls.)	9,905	B
Toronto Star Ltd.	Various unions	391	B
Toronto Western Hospital	Ont. Nurses' Assn. (Ind.)	585	B
Trane Co. of Canada Ltd., Toronto	Electrical Workers (UE)(CLC)	200	B
University of Windsor	Service Empls. (AFL-CIO/CLC) (office and clerical empls.)	350	CO
Victoria Hospital, London	Ont. Nurses' Assn. (Ind.) (full- time empls.)	470	B
Waterloo County Board of Education	Non-academic Staff Assn. (Ind.)	205	B
Weldwood of Canada Ltd. (Longlac Plywood Div.), Longlac	Carpenters (AFL-CIO/CLC)	360	WS
Wellesley Hospital and 3 other hospitals, Toronto	Service Empls. (AFL-CIO/CLC)	810	B
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	700	MED
Weston Bakeries Ltd. (Dupont St. Plant), Toronto	Teamsters (Ind.)	325	B
Windsor City	CUPE (CLC) (inside empls.)	530	B
Windsor City Board of Education	CUPE (CLC) (caretakers, maintenance and bus drivers)	310	B

negotiations in Progress during November 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'l. Stage
Windsor City Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	710	B
Windsor Metropolitan General Hospital	Ont. Nurses' Assn. (Ind.)	250	B
Workmen's Compensation Board, province- wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	B
Zehr's Markets Ltd., Guelph	Diamond Z Assn.	288	B
<u>MORE THAN ONE PROVINCE</u>			
Air Canada, system-wide**	Air Line Pilots (Ind.)	1,470	B
Associated Clothing Manufacturers of the Province of Quebec and Montreal Clothing Manufacturers Assn., Montreal and district, Que. and Men's Clothing Manufacturers Assn. of Ontario, Toronto and district, Ont.	Amalgamated Clothing & Textile Workers (AFL-CIO/CLC)	11,385	B
Bell Canada, Quebec and Ontario **	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	7,975	B
Bell Canada, Newfoundland, Quebec, Ontario and Northwest Territories**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	CB
CP Air, system-wide**	Air Line Pilots (Ind.)	600	B
Council of Printing Industries of Canada, Hamilton, London Ottawa and Toronto, Ont. and Montreal, Que.	Graphic Arts Inter. Union (AFL-CIO/CLC) (lithography empls.)	1,780	B

** Federal jurisdiction

Negotiations in Progress during November 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg Sta
General Motors of Canada Ltd., London, Oshawa, St. Catharines, Scarborough, Windsor & Woodstock, Ont. and Montreal and St. Therese, Que.	Auto Workers (AFL-CIO/CLC)	25,825	PO
Government of Canada (Treasury Board)**	Air Traffic Employees (Ind.)	2,165	
Government of Canada (Treasury Board)**	Economists, Sociologists and Statisticians Assn. (Ind.)	2,495	AR
Government of Canada (Treasury Board)**	Professional Institute of the Public Service of Canada (PIPS) (Ind.) (biological sciences group)	760	AR
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,410	
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,145	AR
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	2,025	AR
Government of Canada (Treasury Board)**	PIPS (Ind.) (translation group)	1,065	CI
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	4,240	I
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,455	I
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	46,405	I
Government of Canada (Treasury Board)**	PSAC (CLC) (communications group)	860	I
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory)	3,735	F
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	2,845	F

** Federal jurisdiction

Negotiations in Progress during November 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	2,060	B
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,495	B
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	7,520	B
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,385	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical group)	1,565	B
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services, supervisory and non-supervisory)	4,165	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	815	B
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, supervisory and non- supervisory)	540	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	685	B
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,630	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	20,715	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,255	B
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non- supervisory)	2,995	B
Government of Canada (Treasury Board)**	PSAC (CLC) (social science support group)	1,465	B
Government of Canada (Treasury Board)**	PSAC (CLC) (technical inspection group)	1,195	B

** Federal jurisdiction

Negotiations in Progress during November 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,565	B
Royal Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man. **	PSAC (CLC) (production and office empls.)	725	B
Steinberg's Ltd., Ottawa and other centres, Ont. and Hull and Gatineau, Que.	Retail Clerks (AFL-CIO/CLC)	1,165	B

Definitions of Codes for Negotiation Stages

B	-	Direct Bargaining
CO	-	Conciliation
CB	-	Conciliation Board
MED	-	Mediation
PCB	-	Post Conciliation Bargaining
ARB	-	Arbitration
WS	-	Work Stoppage
B/WS	-	Bargaining After a Work Stoppage
F	-	Fact Finder
PMB	-	Post Mediation Bargaining
PFB	-	Post Fact Finder Bargaining
(R)	-	(R) - Following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in December 1976

Employer and Location	Union	No. of Empis.
Amoco Canada Petroleum Co., Patchogue Plymouth Div, Hawkesbury	Woodworkers (AFL-CIO/CLC)	450
Atomic Energy of Canada, Power Projects, Mississauga	Engineers Assn. (Ind.)	340
Brewers Warehousing Co., Province-wide	Brewery Workers (CLC)	1,200
Canadian General Electric Co., Intercity	Electrical Workers (UE)(CLC)	6,970
Canadian General Electric Co., Drafting Section, Peterborough	Technical Engineers (AFL- CIO/CLC)	285
Carleton Board of Education (Secondary Teachers)	Teachers Federations	720
Carleton RCSS Board	Teachers Federations	620
Charles O'Keefe, Etobicoke (Production and Maintenance Employees)	Brewery Workers (CLC)	300
Chrysler Canada, National Parts Depot, Mississauga	Auto Workers (CLC)	312
Corporate Foods, Dempsters Bread Div., Toronto	Teamsters (Ind.)	239
Council of Printing Inds. of Canada, Intercity	Graphic Arts (AFL-CIO/CLC)	1,145
Council of Printing Inds. of Canada, Toronto	Graphic Arts (AFL-CIO/CLC)	800
Cobbie Industries, Worsted and Hand Knit Div., Cambridge & Guelph	Clothing & Textile Workers (AFL-CIO/CLC)	350
Dominion Dairies, Distrib. & Maint., Toronto	Teamsters (Ind.)	385
Dorr-Oliver-Long Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	425
Durham Regional Municipality, Works Dept.	CUPE (CLC)	228
Etobicoke Borough Corp, Etobicoke (Outside Empls.)	CUPE (CLC)	670
Fabricated Steel Prods. (Windsor) Ltd.	Auto Workers (CLC)	330
Federal Pioneer, Bramalea	Electrical Workers (IUE)(AFL- CIO/CLC)	212
Foxhead Inn-Sheraton Brock & Foxhead, Niagara Falls	Hotel Employees (AFL-CIO/CLC)	279
Frontenac County Bd. of Educ.	CUPE (CLC)	245
Halton Regional Police	Police Assn. (Ind.)	252

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in December 1976
(Cont'd)

Employer and Location	Union	No. of Empls.
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	300
Hand Assn. of Road, Sewer & Watermain Contrs., OLRB Areas 5P, 8P, 26	Labourers (AFL-CIO/CLC)	500
Hendrie & Co., Province-wide	Railway, Transport and General Workers (CLC)	380
Hilroy Envelopes & Stationery, Toronto	Paperworkers (CLC)	362
Kelsey-Hayes Canada, Windsor	Auto Workers (CLC)	730
Kingston City Corp.	CUPE (CLC)	335
Labatts Ontario Breweries, London	CLC-Directly Chartered	500
Lakehead Terminals, Thunder Bay	Railway Clerks (AFL-CIO/CLC)	1,500
Lincoln County Bd. of Educ. (Maintenance Empls.)	CUPE (CLC)	205
Lincoln County Bd. of Educ. (Office, Clerical and Technical Employees)	CUPE (CLC)	221
Linen Supply Inds. Employers Council, Toronto	Laundry Workers (CLC)	1,200
London City Corp., City Hall (Office, Clerical and Technical Employees)	CUPE (CLC)	325
London City Corp., (Outside Employees)	CUPE (CLC)	540
London City Police Force	Police Assn. (Ind.)	311
London City PUC	CUPE (CLC)	345
Modern Bldg. Cleaning at TD Centre, Toronto	Service Empls. (AFL-CIO/CLC)	321
Molsons Brewery Ontario, Toronto	Brewery Workers (CLC)	500
National Research Council, Cler. & Regulatory, Ottawa	Independent Local Union	395
Neilson, William, Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	850
Niagara Falls City Corp.	CUPE (CLC)	300
Niagara Regional Municipality	CUPE (CLC)	450
Niagara South Bd. of Educ.	CUPE (CLC)	450
North York Borough Corp. (Inside Employees)	CUPE (CLC)	510

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in December 1976
(Cont'd)

Employer and Location	Union	No. of Empls.
North York Borough Corp. (Outside Employees)	CUPE (CLC)	710
North York Borough Corp. Fire Dept.	Fire Fighters (AFL-CIO/CLC)	555
Ont. Hydro Professional Engineers, Province-wide	Engineers' Assn. (Ind.)	1,700
Ont. Jockey Club, Thoroughbred Div., Province-wide	Service Empls. (AFL-CIO/CLC)	234
Ottawa City Corp. Fire Dept.	Fire Fighters (AFL-CIO/CLC)	500
Ottawa RCSS Board	Merchandising Empls. (Ind.)	280
Ottawa-Carleton Regional Transit Commission	Transit Union (AFL-CIO/CLC)	1,300
Peel Regional Police Dept.	Police Assn. (Ind.)	530
Queens University, Kingston	CLC-Directly Chartered	350
Renfrew County Bd. of Educ.	CUPE (CLC)	205
Royal Canadian Mint, Ottawa	Public Service Alliance (CLC)	620
St. Catharines City Corp.	CUPE (CLC)	200
St. Lawrence Seaway Authority, Intercity	Railway, Transport and General Workers (CLC)	965
St. Lawrence Starch Co., Port Credit	Retail, Wholesale Empls. (AFL-CIO/CLC)	200
St. Vincent Hospital, Ottawa	International Operating Engineers (AFL-CIO/CLC)	475
Scarborough Borough Bd. of Edc.	CUPE (CLC)	630
Scarborough Borough Bd. of Educ., Scarborough	CUPE (CLC)(part-time empls.)	291
Scarborough Borough Corp. (Inside Employees)	CUPE (CLC)	450
Scarborough Borough Corp. (Outside Employees)	CUPE (CLC)	620
Scarborough Borough Corp., Fire Dept.	Fire Fighters (AFL-CIO/CLC)	300
Simcoe County Bd. of Educ.	OPSEU (Ind.)	217
Simcoe County Bd. of Educ.	CUPE (CLC)	325
Spalding, A.G. & Bros. of Canada, Brantford	Woodworkers (AFL-CIO/CLC)	275
Sturdivant & Dist. Road, Sewer & Watermain Constr., OLRB Areas 11P, 16, 17, 20, 25, 32	Labourers (AFL-CIO/CLC)	200

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in December 1976 (Cont'd)

Employer and Location	Union	No. of Empls.
Toronto City Bd. of Educ.	CUPE (CLC)	258
Toronto City Bd. of Educ., Admin.	CUPE (CLC)	373
Toronto City Bd. of Educ., Plant, Maintenance, Construction	CUPE (CLC)	648
Toronto City Bd. of Educ., Public Schools Sector	CUPE (CLC)	250
Toronto City Corp. Fire Dept.	Fire Fighters (AFL-CIO/CLC)	1,300
Toronto Commercial Film Producers Assn.	Moving Picture Machine Operators (AFL-CIO/CLC)	250
Toronto Star	Printing and Graphic Union (AFL-CIO/CLC)	250
Treasury Bd. of Canada, Admin. Services Group, Province-wide	Public Service Alliance (CLC)	3,104
Treasury Bd. of Canada, Air Traffic Control Group, Province-wide	Air Traffic Empls. (Ind.)	495
Treasury Bd. of Canada, Auditing Group, Province-wide	Public Service Alliance (CLC)	1,054
Treasury Bd. of Canada, Communications Group, Province-wide	Public Service Alliance (CLC)	300
Treasury Bd. of Canada, Financial Admin. Group, Province-wide	Public Service Alliance (CLC)	695
Treasury Bd. of Canada, General Technical Group, Province-wide	Public Service Alliance (CLC)	285
Treasury Bd. of Canada, Hospital Services Group, Non-Supervisory, Province-wide	Public Service Alliance (CLC)	949
Treasury Bd. of Canada, Hospital Services Group, Supervisory, Province-wide	Public Service Alliance (CLC)	367
Treasure Bd. of Canada, Nursing Group, Province-wide	Professional Institute (Ind.)	355
Treasury Bd. of Canada, Programme Admin. Group, Province-wide	Public Service Alliance (CLC)	9,335
Treasury Bd. of Canada, Purchase & Supply Group, Province-wide	Public Service Alliance (CLC)	981
Treasury Bd. of Canada, Social Science Support Group, Province-wide	Public Service Alliance (CLC)	530

Collective Bargaining Agreements Covering 200 or More Ontario
Employees Expiring in December 1976 (Cont'd)

Employer and Location	Union	No. of Empls.
Treasury Bd. of Canada, Technical Inspection Group, Province-wide	Public Service Alliance (CLC)	471
Treasury Bd. of Canada, Welfare Programmes, Province-wide	Public Service Alliance (CLC)	363
Waterloo County Bd. of Education	Independent Local Union	205
Waterloo Regional Police Force	Police Assn. (Ind.)	427
Weston Bakeries, Toronto	Teamsters (Ind.)	325
Windsor City Bd. of Educ.	CUPE (CLC)	310
Windsor City Corp.	CUPE (CLC)	530
Windsor City Corp. Fire Dept.	Fire Fighters (AFL-CIO/CLC)	280
Windsor City Corp., Works, Parks & Rec.	CUPE (CLC)	368
York Borough Bd. of Educ.	CUPE (CLC)	233
York Borough Corp., Works, Parks & Rec., York Borough	CUPE (CLC)	278
York University, Toronto	CUPE (CLC)	250

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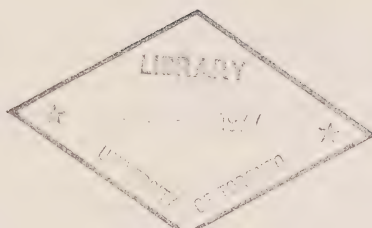
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ONTARIO MINISTRY OF LABOUR
TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
DECEMBER 1976

Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

Foreword

This report consists of four sections. The first section contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in December 1976 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees.

Two wage rates are generally reported in the settlement summaries, the after-probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory tradesman. Where these classifications do not exist, the wage rates for the lowest and highest paid classifications covered by the settlement are reported. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported.

Some of the settlements note that the wage increases are subject to the approval of the Anti-Inflation Board. The note is included only when it is specifically stated in the settlement. It is not extended to settlements that do not specifically refer to the Anti-Inflation Board, even if the wage increases appear to exceed the anti-inflation guidelines.

The second section of the report lists rulings made by the Anti-Inflation Board in December 1976 on settlements which were reported previously. The list includes only those rulings which have come to the attention of the Ministry and it may be incomplete. The action taken by the Board is indicated in terms of whether the Board approved or disapproved the settlement.

The third section lists the negotiations underway in December 1976. Letter codes have been used to indicate the stage of the negotiations. These codes are identified at the end of the listings.

The fourth section lists the agreements that are scheduled to expire in January 1977.

This report was prepared jointly by Labour Canada and the Ontario Ministry of Labour. Labour Canada reports on non-construction situations covering 500 or more employees. The Ontario Ministry of Labour reports on non-construction situations covering 200 to 499 employees and on all construction situations covering 200 or more employees.

January 27, 1977

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Highlights

Clothing Industry Settlement. Negotiations were concluded in December for the renewal of two contracts in the men's fine clothing industry, covering 2,500 workers employed by 40 member companies of the Men's Clothing Manufacturers' Association of Ontario, and a further 8,000 workers employed by members of two similar employers' organizations in Quebec. Employee bargaining was conducted by the Toronto and Montreal Joint Boards of the Amalgamated Clothing and Textile Workers Union (ACTWU), which was formed last June by a merger of two international unions representing workers in the textile and clothing industries. The agreements were negotiated on a joint basis and the ratification vote was conducted simultaneously in both provinces, with the results tabulated as a single total. The new two-year settlement provided an 18 per cent general wage increase payable in three stages, and a higher basic pension benefit, but the union did not succeed in its bid to secure a 35-hour workweek. The settlement also included an "AIB clause" guaranteeing that, in the event of an AIB rollback, the full negotiated wage increases will be implemented if the Anti-Inflation Board is dissolved during the term of the contracts.

Auto Industry Settlements. A new master agreement between the United Auto Workers and General Motors of Canada, covering more than 28,000 production employees at 8 locations in Ontario and Quebec, was ratified on December 7. The final settlement was reached after a brief walkout at all the plants involved following delays in solving a number of local contract issues at the Boisbriand (formerly Ste. Therese) plant in Quebec. The economic package covering GM's Canadian employees followed the industry pattern established by the Ford settlement in the U.S. and subsequently adopted by the General Motors parent company in Detroit in late November following a short strike. The General Motors of Canada settlement included the conventional 3 per cent annual wage increases, supplemented by an unchanged cost-of-living escalator with a .3 adjustment factor; shorter work time resulting from an additional 13 paid days off during the life of the agreement; improved supplementary unemployment benefits; retirement on full pension after 30 years of service; an inflation protection bonus for present retirees and surviving spouses; improved drug, dental and vision care plans; and new hearing-aid and medical devices plans.

A further settlement based on the general auto industry pattern was also ratified in December by 312 U.A.W. members at Chrysler Canada National Parts Depot in Mississauga. The three-year renewal agreement, effective December 16, 1976, closely matched the terms of the Chrysler international master contract accepted in November by the company's production workers in the U.S. and Canada.

Ontario Public Service Settlements. The 1977 salary increases for all eight bargaining units, covering almost 52,000 unionized civil servants represented by the Ontario Public Service Employees Union (OPSEU), were negotiated during the last three months of 1976. Previous contracts covering three of the bargaining categories terminated on September 30, whilst the remaining five were due to expire on December 31, 1976. During the course of negotiations, the OPSEU sought contractual penalty clauses designed to avoid a repetition of the delays encountered in the last round of bargaining, when settlement was achieved only after almost a year of bargaining, arbitration, subsequent rollbacks of the awards by the Anti-Inflation Board, and delayed implementation of the approved increases. A further factor contributing to an early settlement in the current round of bargaining was the union's realistic assessment of the limitations imposed by the anti-inflation guidelines. A government offer of the maximum increases permitted under the guidelines was eventually accepted, and the ratification procedure for the various bargaining units was completed in late November and early December.

The average salary increases ranged from 6.0 to 10.4 per cent, subject to a maximum of \$2,400 per year. With two exceptions (the Scientific and Professional Services and General Operational Services categories), the increases were specified as a flat dollar amount plus a percentage figure. The 3,500 scientific and professional employees received a uniform wage increase of 9.3 per cent, retroactive to October 1, 1976, with occupational therapists allowed an additional two-stage increase of 10 per cent because of recruitment and retention problems. The 5,300 General Operational Services employees received an across-the-board increase of \$11.60 per week, effective January 1, 1977.

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Employer and Location	Union	Page
Abitibi Paper Company Ltd., Thunder Bay, Sault Ste. Marie and Iroquois Falls	Carpenters (AFL-CIO/CLC) (woods empls.)	724
American Can of Canada Ltd., Brampton	Printing and Graphic Communications Union (AFL-CIO/CLC)	716
Associated Clothing Manufacturers of the Province of Quebec Inc. and Montreal Clothing Contractors Association Inc., Montreal and district, Que. and Men's Clothing Manufacturers Association of Ontario, Toronto and Hamilton, Ont.	Amalgamated Clothing and Textile Workers (AFL-CIO/CLC)	715
Bruce County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	734
Canada Safeway Ltd., Toronto and other centres	Retail Clerks (AFL-CIO/CLC) (retail food empls., full and part-time)	727
Carleton Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	734
Chrysler Canada Ltd., National Parts Depot, Mississauga	Auto Workers (CLC)	726
Corby Distilleries Ltd., Corbyville	Distillery Workers (AFL-CIO/CLC)	714
Crane Canada Ltd., Brantford	Steelworkers (AFL-CIO/CLC)	718
Crouse-Hinds Canada Ltd. and Taylor Die and Tool Manufacturing Co. Ltd., London	Electrical Workers (IBEW) (AFL- CIO/CLC)	723
Dayton-Walther Company Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	747
Dominion Stores Ltd., Guelph, Kitchener, Midland, Waterloo and K-Mart Plaza in Waterloo Township	Retail Clerks (AFL-CIO/CLC)	728
Dominion Stores Ltd., Sarnia	Steelworkers (AFL-CIO/CLC)	753
Dominion Stores Ltd., Sault Ste. Marie and northern Ontario	Retail, Wholesale and Department Store Union (AFL-CIO/CLC)	749
Dominion Stores Ltd., Sudbury	Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (part- time empls.)	750
Durham Regional Board of Commissioners of Police	Durham Regional Police Assn. (Ind.)	754
Edwards Owen Sound Operations, General Signal of Canada Ltd., Owen Sound	Steelworkers (AFL-CIO/CLC)	722
Essex County Roman Catholic Separate School Board	Ont. English Catholic School Teachers' Assn. and L'Assn. des enseignants franco-ontariens (OTF)	735

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General Motors of Canada Ltd., Oshawa, London, Windsor, St. Catharines, Scarborough and Woodstock, Ont., and St. Laurent and Boisbriand, Que.	Auto Workers (CLC) (production empls.)	718
Gidon Industries Inc., Toronto	Steelworkers (AFL-CIO/CLC)	721
Goodyear Canada Inc., Collingwood	Rubber Workers (AFL-CIO/CLC)	714
Government of Canada (Treasury Board)	Economists, Sociologists and Statisticians Assn. (Ind.) (economics, sociology and statistics group)	738
Hamilton City Corporation	Fire Fighters (AFL-CIO/CLC)	751
I-T-E Industries Ltd., Power Equipment Group, Mississauga	Electrical Workers (IBEW) (AFL-CIO/CLC)	723
Loblaws Ltd., Ottawa, London and other centres in southern Ontario	Retail Clerks (AFL-CIO/CLC) (retail food empls., full and part-time)	730
Loblaws Ltd., Toronto and other centres in southern Ontario	Canadian Food and Allied Workers (AFL-CIO/CLC) (retail food empls., full and part-time)	732
London and District Road, Sewer and Watermain Contractors	Labourers (AFL-CIO/CLC)	747
Mack Trucks Canada Ltd., (Oakville Assembly Plant), Oakville	Machinists (AFL-CIO/CLC)	752
Middlesex County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	736
Niagara Regional Board of Commissioners of Police	Niagara Region Police Assn. (Ind.)	755
Niagara South Board of Education	Fed. of Women Teachers' Assns. of Ont., Ont. Public School Men Teachers' Fed. and L'Assn. des enseignants franco-ontariens (OTF)	736
Ontario Government	Ont. Public Service Employees Union (OPSEU) (Ind.) (clerical services category)	739
Ontario Government	OPSEU (Ind.) (general operational services category)	739
Ontario Government	OPSEU (Ind.) (institutional care and correctional services category)	740
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The Ottawa Citizen, a Div. of Southam Press Ltd., Ottawa	Newspaper Guild (AFL-CIO/CLC), International Printing and Graphic Communications Union (AFL-CIO/CLC), International Mailers' Union (Ind.), and Ottawa Typographical Union (AFL-CIO/CLC)	716
Ottawa Glass Companies	Painters (AFL-CIO/CLC)	743
The Pipe Line Contractors Association of Canada	International Union of Operating Engineers (AFL-CIO/CLC)	742
Simcoe County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and L'Assn. des enseignants franco-ontariens (OTF)	737
Spruce Falls Power and Paper Co. Ltd., Kapuskasing	Carpenters (AFL-CIO/CLC) (woods empls.)	725
Lonka Corporation Canada Ltd., Mississauga	Molders (AFL-CIO/CLC)	753
The Utility Contractors Association of Ontario	Labourers (AFL-CIO/CLC)	744
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	738
Winchester-Western (Canada) Limited, Cobourg	Machinists (AFL-CIO/CLC)	751
York Regional Board of Commissioners of Police	Regional Municipality of York Police Assn. (Ind.)	743
York Regional Municipality (Office, Clerical, Technical, Engineering Maintenance and Land Division)	Canadian Union of Public Employees (CLC)	746

FOOD AND BEVERAGE

Corby Distilleries Limited at Corbyville - Local 96, Distillery Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from October 1, 1976 to September 30, 1979, covering 200 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>	<u>Oct. 1/78</u>
	General Increases	61¢*	50¢	37¢
	COLA Fold-in	45¢		
	General Help-Bottling Lines	\$5.22-\$5.32 (\$4.16-\$4.26)	\$5.72-\$5.82	\$6.09-\$6.19
	2nd Class Engineer	\$6.53 (\$5.47)	\$7.03	\$7.40

Probationary period is 60 working days. Maximum rates for General Help reached after 6 months.

* Note: Increases are subject to approval by the Anti-Inflation Board.

Cost-of-Living Provision: Effective October 1, 1978, cost-of-living provision will be activated if AIB guidelines have been removed and no other governmental restrictions exist, using a formula of 1¢ per hour per .45 increase in the Consumer Price Index where 1971 (1961) equals 100.

RUBBER

Goodyear Canada Inc. at Collingwood - Local 834, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from November 3, 1976 to November 2, 1979, covering 225 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 3/76</u>	<u>Dec. 5/76</u>
	General Increases	35¢	
	Additional Adjustments		10¢ for skilled trades, 10¢ for inequity adjustment for some other groups
	Category B - Production Dept.	\$4.06-\$4.46 (\$3.71-\$4.11)	
	Electrician	\$5.36-\$5.51 (\$5.01-\$5.16)	\$5.46-\$5.61
	Effective	<u>Nov. 6/77</u>	<u>Nov. 5/78</u>
	General Increases	30¢	30¢

	<u>Nov. 6/77</u>	<u>Nov. 5/78</u>
Additional Adjustments	10¢ for skilled trades	10¢ for skilled trades
Category B - Production Dept.	\$4.36-\$4.76	\$4.66-\$5.06
Electrician	\$5.86-\$6.01	\$6.26-\$6.41
Probationary period is 3 months. Maximum rates reached on merit.		
Cost-of-Living Allowance:	New cost-of-living allowance of 1¢ per hour per .45 increase of the Consumer Price Index (1961=100), calculated quarterly after a 6% increase in the CPI in the first year and after a 4% increase in the second and third years.	
Shift Premiums:	0-15¢-20¢ (0-10¢-15¢).	
Paid Holidays:	One additional floating day for a total of 11 (10) days.	
Health and Welfare:	<u>Life Insurance and A.D.&D.</u> - \$9,000 (\$7,000).	
	<u>Weekly Indemnity Plan</u> - Benefits increase to \$90 (\$75) per week, payable on a 1-1-8-52 basis (previously 1-1-8-36 for employees with less than 2 years' service and 1-1-8-52 for other employees).	

CLOTHING

Associated Clothing Manufacturers of the Province of Québec Inc. and Montreal Clothing Contractors Association Inc., Montreal and district, Qué. and Men's Clothing Manufacturers Association of Ontario, Toronto and Hamilton, Ont. - Montreal Joint Board and Toronto Joint Board, Amalgamated Clothing and Textile Workers(AFL-CIO/CLC):

Two 24-month renewal agreements effective from Dec. 1, 1976 to Dec. 1, 1978, covering a total of 10,500 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Dec. 1/76</u>	<u>Aug. 15/77</u>	<u>Dec. 1/77</u>
General Increases		8%	2%	8%
Industry Average (all classifications)		\$4.77 (\$4.42)	\$4.87	\$5.26

The above rates apply in Ontario. Rates in Québec plants are slightly lower.

If the negotiated increases are rolled back by the Anti-Inflation Board and the AIB is dissolved during the term of the agreement, wages will immediately rise to the level originally negotiated.

Pension Plan: Basic Benefit - \$150 (\$100) per month in Québec.

PAPER AND ALLIED

American Can of Canada Limited at Brampton - Local 466, Printing and Graphic Communications Union (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1976 to October 31, 1978, covering 300 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 1/76</u>	<u>Nov. 1/77</u>
	General	7%*	7%
	Increases		
	Additional	Cup Bonus System	
	Adjustments	Adjustment allowance for some occupations is to replace former bonus system	
	Carton and	\$4.12-\$4.47	\$4.41-\$4.79
	Box Operator	(\$3.77-\$3.97)	
	4-Colour Offset	\$7.29-\$8.60	\$7.80-\$9.20
	Pressman	(\$6.81-\$8.04)	

Probationary period is 60 working days. Maximum rates for Carton and Box Operator reached after 12 months, for 4-Colour Offset Pressman after 36 months.

* Note: Increases are subject to approval by the Anti-Inflation Board. 6% is payable immediately.

Paid Vacations: Effective January 1, 1977, 6 weeks (new) after 30 years.
Effective January 1, 1978, 5 weeks after 22 (24) years.

Health and Welfare: Life Insurance and A.D. & D. - Effective November 1, 1976, \$9,000 (\$8,000). Effective November 1, 1977, \$10,000.

OHIP - Employer pays 100% of cost of current premium.
(Previously employer paid 100% of cost of premium at time of signing.)

Weekly Indemnity Plan - Effective November 1, 1977, benefits increase to 65% (60%) of average weekly earnings payable, as previously, on a 1-1-4-26 basis.

Pension Plan: Effective November 1, 1977, \$7.50 (\$6.00) per month per year of service.

PRINTING, PUBLISHING AND ALLIED

The Ottawa Citizen, a Division of Southam Press Limited at Ottawa - Ottawa Council of Newspaper Unions: Local 205, Newspaper Guild (AFL-CIO/CLC); Local 62 (Pressmen) and Local 50 (Stereotypers), International Printing and Graphic Communications Union (AFL-CIO/CLC) and Local 60, International Mailers' Union (Ind.); and Local 102, Ottawa Typographical Union (AFL-CIO/CLC): Three 24-month renewal agreements covering

a total of 361 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 6 months.

The agreement with the Newspaper Guild is effective from July 21, 1976 to July 20, 1978. The other two agreements are effective from Sept. 1, 1976 to Aug. 31, 1978.

Wages:	Effective	July 21/76 or	July 21/77 or
		<u>Sept. 1/76</u>	<u>Sept. 1/77</u>
General		10%*	8%
Increases			
Additional	Some		
Adjustments	job upgradings		
<u>Weekly Rates</u>			
Office Person		\$163.90 (\$149.00)	\$177.01
Typographer, Journeyman Mailer, Journeyman Pressman, Journeyman Stereotyper		\$331.23 (\$301.12)	\$357.73
Assistant News Editor		\$372.23 (\$338.39)	\$402.01

The above rates are minimum only and subject to merit increases.

* Note: Increases are subject to approval by the Anti-Inflation Board. 8% in the first year and 6% in the second year is payable immediately.

Probationary Period:	90 (60) calendar days.
Paid Holidays:	Effective on signing of contract, anniversary day of employment is added for a total of 10 (9) days.
Paid Vacation:	5 weeks after 20 (23) years.
Bereavement Leave:	Up to 5 (3) days' paid leave upon death in immediate family.
Adoption Leave:	1 day's paid leave (new).
Paternity Leave:	1 day's paid leave (new).
Court Witness Pay:	Employee receives the difference between regular pay and court witness pay (new).
Health and Welfare:	<u>Supplementary Hospitalization, Extended Health Care Plan and Dental Plan</u> - Employer pays 100% (50%) of cost of premiums.
Mileage Allowance:	Increase still to be determined (previously 17¢ per mile).

Severance Pay: One week's pay for every six months of service or fraction thereof, to a maximum of 35 (30) weeks' pay.

Temporary Transfer: Minimum of \$5 (\$4) per shift for employees performing non-bargaining unit duties.

METAL FABRICATING

Crane Canada Limited at Brantford - Local 7480, Steelworkers (AFL-CIO/CLC):
A 12-month renewal agreement effective from October 1, 1976 to September 30, 1977, covering about 200 employees, settled with mediation assistance. Duration of negotiations - 4 months.

Wages:	Effective	<u>Oct. 1/76</u>
	General Increase	31¢
	Assembler	\$4.48 (\$4.17)
	Electrician	\$7.53 (\$7.22)

Bereavement Leave: Grandparents included in up to 3 days' paid leave.

Health and Welfare: Dental Plan - Employer pays 100% of cost of premiums of new basic dental plan.

Drug Plan - Employer pays 100% of cost of premiums of new basic drug plan.

Safety Shoe Allowance: Employer pays 100% (75%) of cost of safety boots.

Safety Prescription Glasses: Employer pays 100% (75%) of cost of prescription safety glasses.

TRANSPORTATION EQUIPMENT

General Motors of Canada Ltd. at Oshawa, London, Windsor, St. Catharines, Scarborough and Woodstock, Ont., and St. Laurent and Boisbriand Qué. - Locals 222, 27, 1973, 199, 303, 636, 1581 and 1163, respectively, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC) (production empls.): A 33-month renewal agreement effective from Dec. 13, 1976 to Sept. 14, 1979, covering 28,725 employees, settled after a work stoppage. Duration of negotiations - 7 months.

Two of the above plants, at Woodstock and St. Laurent, came into operation during the previous agreement and are therefore included in this new master agreement for the first time.

Wages:	Effective	<u>Sept. 20/76</u>	<u>Sept. 19/77</u>	<u>Sept. 18/78</u>
General Increases		3% plus 20¢	3%	3%
COLA Fold-in		\$1.09		
Skilled Trades Adjustment		15¢-29¢	10¢	
Assembler		\$6.88 (\$5.43)	\$7.09	\$7.30
Tool & Die Maker		\$8.61 (\$6.96)	\$8.97	\$9.24

Hiring rates remain 45¢ below the rates shown immediately above.

Cost of Living Allowance: \$1.09 of the \$1.13 accumulated under the previous agreement has been incorporated into the wage structure leaving 4¢ to continue as a float. The new agreement provides for continuation of the formula used in the previous contract: 1¢ per 0.3 change in the combined Canada-United States Consumer Price Index as calculated quarterly (1967 equals 100).

Shift Premium: Shift premiums are to be included in the calculation of holiday and vacation pay.

Seven-Day Operation Premium: 20¢ (10¢) per hour.

Paid Holidays (General): July 4, 1978 added in the second year of the agreement as a non-recurring holiday for a total of 14 days.

Paid Holidays (Personal) (new): Each employee with one or more years of seniority will receive 5 paid personal holidays to be taken during the period from October 1977 through June 1978 and 7 paid personal holidays to be taken during the period from September 1978 through June 1979.

Health and Welfare: Life Insurance, A.D. & D., Sickness and Accident, and Extended Disability Plans - The benefit levels for all of these plans have been increased due to first-year wage increases, COLA fold-ins and gains in the benefit schedule. Examples of changes in coverage are shown below.

Life Insurance (for an Assembler) - \$15,500 (\$13,000) in the first year and \$17,000 by the third year.

A.D. & D. - \$7,750 (\$6,500).

Sickness and Accident (for an Assembler) - \$185 (\$150) per week in the first year and \$200 by the third year.

Extended Disability Benefit (for an Assembler with 10 or more years of service) - \$645 (\$480) per month in the first year and \$710 by the third year.

Permanent and Total Disability - \$310 (\$250) per month.

Continuing Group Life Insurance (for employees entering retirement under this agreement and reaching age 65) - minimum \$2,500 (\$2,000)

Dental Care - Effective Jan. 1, 1977, the plan will pay the Ontario Dental Association Schedule of Fees which is current at any given time (previously, 1973 Schedule of Fees). Coverage for dental x-rays, extractions and oral surgery, fillings, and other services is increased to 90% (85%) of cost. The maximum lifetime orthodontic coverage is set at \$650 (\$500).

Dental Care Plan for Retirees - Effective Feb. 1, 1977, the plan as outlined above will be extended to all retirees and surviving spouses and to their eligible dependents.

Prescription Drugs - Effective Jan. 1, 1977, the Ontario Drug Benefit Plan will pay for certain prescribed drugs for those over 65 rather than the contracted Ontario Blue Cross Plan, thus eliminating the 35¢ deductible.

Family Vision Care - Effective July 1, 1977, the \$40 benefit limit is to be eliminated except for contact lenses. A deductible plan will be instituted, \$7.50 for purchase of glasses and \$7.50 for purchase of frames. If purchased simultaneously, the total deductible will be only \$7.50.

Hearing Aid Expense Benefit (new) - Effective Oct. 1, 1977, eligible employees and their dependents, retirees, and surviving spouses and their dependents will have the cost of hearing aids, fittings and servicing paid by the new hearing aid plan which is 100% paid for by the employer. OHIP covers other related expenses.

Prosthetic Appliances and Durable Medical Equipment (new) - Effective Jan. 1, 1977, the plan will pay the reasonable and customary charges for prosthetic appliances and medical equipment.

Health and Welfare Coverage During Layoff - Effective Jan. 1, 1977, medical, drug, and vision coverage as well as group insurance will be maintained for a minimum of 12 months for laidoff employees with 6 (10) years of seniority.

Pension Plan:

Early Retirement - Employees with 30 or more years of service may retire at any age with full earned pension benefits. (Previously, such employees retiring before age 55 had benefits reduced.)

Transition Survivor Income Benefit - Effective Oct. 1, 1977, \$250 (\$200) per month for an eligible survivor with no dependents and at least one living parent.

Bridge Survivor Income Benefit - Effective Oct. 1, 1977, \$250 (\$200) per month.

Inflation Protection for Retirees and Surviving Spouses (new) - Subject to Ontario Pension Commission approval, employees who retired Sept. 15, 1976 will receive prior to Christmas 1977 a bonus payment of up to \$600 for those with 30 years of past service and proportionately less for those with fewer years. Surviving spouses who became eligible for pension benefits before Sept. 15, 1976 will receive 55% of the bonus that would have applied to the retiree. The bonus will be paid for by a temporary diversion of

COLA money by deducting 1¢ per quarter for each of 6 quarters beginning in June 1977. The 6¢ will be restored to the regular COLA at the time of the Dec. 1978 adjustment.

Surviving Spouse Option Basic Benefit Level - 60% (55%) of the retiree's reduced pension benefit for a surviving spouse of an employee who retires under this agreement.

**Supplementary
Unemployment
Benefit Plan:**

Extended Coverage for Employees with 10 or More Years of Service - Effective Dec. 1, 1976, employees with 10 or more years of service now have added coverage through a new Guaranteed Benefit Account which would provide benefits should the regular SUB fund become exhausted. The GBA will be funded at an amount equal to \$200 per covered employee. In addition, short work-week benefits will be payable even if the regular fund is not in pay status. (Previously, only benefits for scheduled short weeks were payable.)

SUB Fund/Employer Contributions - Effective Jan. 1, 1977, 12¢ to 22¢ (9¢ to 14¢) per compensated hour. Effective Jan. 1, 1978, 13¢ to 23¢. Effective Jan. 1, 1979, 14¢ to 24¢.

Benefit Duration - Maximum number of credit units cancelled for each benefit paid will not exceed 10 for an employee with 1 to 5 years of service (unchanged), 5 for an employee with 5 to 10 years of service (unchanged), 2 (3.33) for an employee with 10 to 15 years of service, 1.43 (2.50) for an employee with 15 to 20 years of service. 1 (2) for an employee with 20 to 25 years of service. 1 (1.67) for an employee with 25 or more years of service.

No Reduction in Rate of Benefit - Employees with 20 or more years of service are no longer subject to a 20% reduction in benefits when the fund sinks to a low level.

Deduction Factor - Effective Jan. 1, 1977, \$12.50 (\$7.50).

**Relocation
Allowance:**

For expenses incurred on or after the effective date of this agreement, \$385-\$650 (\$220-\$475) for single employees and \$865-\$1,355 (\$570-\$1,020) for married employees.

**Tuition
Refund:**

Increased to \$450 (\$350) per year for approved job-related courses and to \$900 (\$700) per year for approved courses taken at an accredited college.

**Tool
Allowance:**

Increased to \$450 (\$350) for apprentices.

Gidon Industries Inc. at Toronto - Local 8039, Steelworkers (AFL-CIO/CLC): A 21½-month renewal agreement effective from December 15, 1976 to September 30, 1978, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:	Effective	Oct. 1/76	Oct. 1/77	Apr. 1/78
	General	35¢	25¢	15¢
	Increases			
	Packer	\$3.43 (\$3.08)	\$3.68	\$3.83

	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>	<u>Oct. 1/78</u>
Tool Maker	\$6.04 (5.69)	\$6.29	\$6.44
Pay for Work on a Paid Holiday:	Time and one-half (straight time) for all hours worked, plus regular holiday pay.		
Health and Welfare:	<u>Life Insurance and A.D.&D.</u> - Effective December 15, 1976, \$7,000 (\$5,000). Effective October 1, 1977, \$8,000. <u>Weekly Indemnity Plan</u> - Benefits increase to UIC maximum (previous 66 2/3% of average weekly earnings to maximum of \$113), payable on 1-8-26 (1-8-16) basis. <u>Drug Plan</u> - Effective January 1, 1977, employer pays 100% of cost new drug plan with \$10/\$20 deductible.		
Safety Shoe Allowance:	Effective December 15, 1976, employer contributes \$20(\$16) per year per employee towards the cost of safety shoes. Effective October 1977, \$22 per year per employee.		

ELECTRICAL PRODUCTS

Edwards Owen Sound Operations, General Signal of Canada Ltd. at Owen Sound - Local 7466, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1976 to September 30, 1978, covering 230 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Oct. 1/76</u>	<u>Oct. 1/77</u>
General Increases		43¢*	35¢*
Assembler B		\$3.78-\$3.98 (3.35-\$3.55)	\$4.13-\$4.33
Tool and Die Maker		\$5.05-\$5.25 (4.62-\$4.82)	\$5.40-\$5.60
Probationary period is 45 working days. Maximum rates for Assembler B reached after 6 months, for Tool and Die Maker after 12 months.			

*Note: Increases are subject to approval by the Anti-Inflation Board. 10¢ of the Oct. 1, 1976 increase and 8¢ of the Oct. 1, 1977 increase and benefit changes will be withheld pending AIB approval.

Health and Welfare:	<u>Life Insurance and A.D. & D.</u> - Employer pays 100% of cost of plan providing coverage of \$7,000 (\$6,000). Effective October 1, 1977, \$8,000.
Pension Plan:	\$6.00 (\$5.50) per month per year of service. Effective October 1, 1977, \$6.50.

I-T-E Industries Limited, Power Equipment Group at Mississauga - Local 1590, Electrical Workers (IBEW) (AFL-CIO/CLC): A 12-month renewal agreement effective from December 1, 1976 to November 30, 1977, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Dec. 5/76</u>
	Increase	0-34¢
	Assembler C (Group 1.2)	\$4.10-\$4.60 (\$4.10-\$4.26)
	Tool and Die Maker (Group 10)	\$5.79-\$6.57 (\$5.79-\$6.23)
	Probationary period is 360 working hours (previously 45 working days). Maximum rates reached after 9 months for Assembler C and after 12 months for Tool and Die Maker.	
Cost-of-Living Allowance:	COLA float of 30¢ generated during term of previous agreement continues. Provision inoperative during term of current agreement.	
Lead Hand Premium:	30¢ (25¢) per hour.	
Instructor Premium:	25¢ (20¢) per hour.	
Meal Allowance:	\$2.50 (\$1.75).	
Safety Shoe Allowance:	\$10 (\$8) per employee.	

Crouse - Hinds Canada Limited and Taylor Die and Tool Manufacturing Company Limited at London - Local 2341, Electrical Workers (IBEW) (AFL-CIO/CLC): A 12-month renewal agreement effective from November 27, 1976 to November 26, 1977, covering about 200 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Nov. 27/76</u>
	General Increase	8% less 2¢
	Additional Adjustment	15¢ for Die and Tool Developer
	Packer	\$4.08-\$4.32 (\$3.80-\$4.02)
	Die and Tool Developer	\$6.47-\$6.77 (\$5.84-\$6.12)
	Probationary period is 2 consecutive months. Maximum rates reached after 12 months.	
Health and Welfare:	<u>Weekly Indemnity Plan</u> - Benefits increase to \$100 (\$85) per week payable, as previously, on a 1-4-26 basis.	

Extended Health Care Plan - Employer pays 100% of cost of premiums for new plan with deductibles of \$20.

FORESTRY

Abitibi Paper Company Ltd. at Thunder Bay, Sault Ste. Marie and Iroquois Falls - Lumber and Sawmill Workers' Union, Locals 2693 and 2995 of the United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC) (woods empls.): Three 24-month renewal agreements effective from Sept. 1, 1976 to Aug. 31, 1978, covering a total of 1,350 employees, settled at the mediation stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/76</u>	<u>Sept. 1/77</u>
	<u>Hourly Rated Employees</u>		
	COLA Fold-in	64¢	
	General Increases	58¢	50¢
	Adjustment, Class "A" Tradesmen and up	25¢	
	Labourer	\$7.13 (\$5.91)	\$7.63
	Carpenter	\$8.97 (\$7.50)	\$9.47

Wage Protection Factor: The general wage increase shown for the second year is based on a protection factor of 6% as provided under the terms of the Anti-Inflation Program. If the protection factor is revised upward, the employer will implement the upward adjustment.

Cost of Living Allowance: Discontinued.

Piecework Earnings: Cost of Living Allowance - The 64¢ COLA floating at the conclusion of the former agreement will not be folded into the piecework rate structure, but will continue to float throughout this agreement. To offset the resulting difference from hourly rates, the 64¢ float will be increased by 5¢ Sept. 1, 1976 and by a further 4¢ Sept. 1, 1977.

Rate Increases - The basic piecework rate will be increased by 6% Sept. 1, 1976 and by a further 5% Sept. 1, 1977.

Shift Premium: Effective Sept. 1, 1977, 0-24¢-27¢ (0-22¢-25¢).

Work Location Premium: 30¢ (25¢) per hour for tradesmen and helpers assigned to a bush garage or required to work away from their assigned main camp.

Trainer Premium: For an employee assigned to train another employee or other employees, 30¢ (25¢) per hour during the training assignment.

Paid Holidays Occurring During Layoff: An employee, who has otherwise qualified, will receive holiday pay for any holiday occurring up to 21 (14) days following layoff. An employee will also receive holiday pay if he is recalled and works within a period of 14 (7) days following a holiday.

Health and Welfare:	<p><u>Life Insurance</u> - In compliance with legislation, eligibility for cash payment benefits under the Total and Permanent Disability Program of the Group Life Insurance Plan has been extended to cover any employee whose disability commenced prior to his 65th (60th) birthday.</p> <p><u>Dental Plan</u> - Effective Jan. 1, 1978, payments will be based on the 1976 (1974) Ontario Dental Association schedule of fees.</p> <p><u>O.H.I.P., Blue Cross Drug Plan and Semi-Private Hospital Care Plan</u> - Employer will contribute \$17.84 (\$12.84) per month for single employees and \$36.13 (\$26.13) per month for married employees.</p> <p>Employer's contribution for employees off work due to Workmen's Compensation claim or a Short Term Disability claim will be continued for 6 months (new).</p>
Travel Allowance:	<p>Effective date of ratification, ranges from \$1.65 to \$6.90 (\$1.50 to \$6.30) per week, according to camp location. Effective Sept. 1, 1977, \$1.80 to \$7.50. Allowance applies only to the Lakehead Woodlands and to the Iroquois Falls Divisions.</p>
Mileage Allowance:	<p>18¢ (16¢) per mile for employees electing to use their own vehicle in lieu of Company transportation when transferred from camp to camp.</p>
Allowance for Power Saw Usage:	<p>Effective Sept. 1, 1976, a day worker will be paid either \$6.10 (\$5.50) or \$7.10 (\$6.50) per day, depending on operations; and effective Sept. 1, 1977, \$6.45 or \$7.45 per day.</p>
Payment for Power Saw Safety Attachment (new):	<p>Employer will contribute \$25 per saw, to a maximum of 2 saws, toward the cost of installing a chain brake on saws currently in use.</p>
Protective Clothing Subsidy:	<p>Employer will sell to employees safety pants and safety boots at \$4 below invoice price to the Company (previously, \$3 below invoice price and only if legislation required such apparel). Safety gloves will continue to be sold at \$3 below invoice price.</p>
Fire and Theft Insurance:	<p>Maximum \$1,000 (\$800) coverage, employer paid, against loss by fire of employees' personal belongings and loss by fire or theft of employee-owned power saws.</p>
Bereavement Leave:	<p>Brother-in-law and sister-in-law included in definition of "immediate family" for up to 3 days' paid leave.</p>

Spruce Falls Power and Paper Company Ltd. at Kapuskasing - Lumber and Sawmill Workers' Union, Local 2995 of the United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC) (woods empls.):
A 24-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1978, covering 625 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

New provisions and changes are identical to the Abitibi Paper Company Ltd. agreement reported above, with the exception of changes in the Life Insurance Plan and Travel Allowance provisions.

WHOLESALE TRADE

Chrysler Canada Ltd., National Parts Depot at Mississauga - Local 1285, Auto Workers (CLC): A 36-month renewal agreement effective from December 16, 1976 to December 15, 1979, covering 312 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Dec. 15/76</u>	<u>Dec. 15/77</u>	<u>Dec. 15/78</u>
	General	3% plus	3%	3%
	Increases	20¢		
	COLA	\$1.09		
	Fold-in			
	Skilled Trades	10¢ prior to	10¢	
	Adjustment	General Increase, plus 15¢ after		
	Stockman-	\$6.81	\$7.01	\$7.22
	Parts	(\$5.36)		
	Department			
	Maintenance "A"	\$8.41	\$8.76	\$9.02
		(\$6.67)		

Hiring rates remain 45¢ below the rates shown immediately above.

Cost-of-Living Allowance: \$1.09 of the \$1.22 accumulated under the previous agreement has been incorporated into the wage structure leaving 13¢ as a float. The new agreement provides for an allowance based on 1¢ per 0.3 change in the combined U.S. - Canadian Consumer Price Index as calculated quarterly using May-July 1976 period as the base.

Paid Holidays: 40 (43) holidays during term of agreement.

In addition, each eligible employee (those with one year of seniority) will receive 5 paid personal holidays to be taken between October 1977 and June 1978 and 7 paid personal holidays to be taken between September 1978 and June 1979.

Health and Welfare: Life Insurance, A.D. & D., Weekly Indemnity Plan, and Long Term Disability Plan - The benefit levels for these plans increase due to first year wage increases, COLA fold-in and gains in the benefit schedule.

Family Vision Care - Effective October 1, 1977, employee will be provided with the following coverage every 2 years: If there has been a change in prescription, employer will pay 80% of the fee where the fee is above \$50. For glasses for which the fee is from \$40 to \$50, the employer pays \$40. If

there is no change in the prescription, an allowance of up to \$40 will continue to be made for the purchase of new glasses. (Previously up to \$40 every two years towards the cost of frames and corrective lenses.)

Hearing Aid Expense Benefit - Effective October 1, 1977, employer pays 100% (new) of the cost of hearing aids, fittings and servicing for eligible employees, their dependents, retirees, surviving spouses and their dependents.

Pension Plan: Early Retirement - Employees with 30 or more years of service may retire at any age with full earned pension benefits. (Previously, employees retiring before age 55 had benefits reduced.)

Transition Survivor Income Benefit - Effective October 1, 1977, \$250 (\$200) per month.

Bridge Survivor Income Benefit - Effective October 1, 1977, \$250 (\$200) per month.

Supplementary Unemployment Benefit Plan: Effective December 16, 1976, employees with 10 or more years of service have added coverage through a new Guaranteed Benefit Account which will provide benefits should the regular SUB fund become exhausted. The GBA will be funded at an amount equal to \$200 per covered employee. In addition, short work-week benefits will be payable even if the regular fund is not in pay status. (Previously only benefits for scheduled short work-weeks were payable.)

SUB Fund/Employer Contributions - Effective January 1, 1977, employer contributes 12¢ to 22¢ (9¢ to 14¢) per hour. Effective January 1, 1978, 13¢ to 23¢. Effective January 1, 1979, 14¢ to 24¢.

Duration of Benefit - For employee with 10 to 15 years of service, maximum number of credit units cancelled for each benefit period will not exceed 2 (3.33) units. For an employee with 15 to 20 years, 1.43 (2.5) units and for an employee with 20 or more years of service 1 (1.67) units.

Employees with 20 or more years are not subject to a 20% reduction in benefits when fund sinks to a low level (new).

Deduction Factor - Effective January 1, 1977, \$12.50 (\$7.50).

Education Allowance: Maximum allowance of \$450 (\$350) per year for approved job-related courses, and \$900 (\$700) per year for approved courses taken at an accredited college.

RETAIL TRADE

Canada Safeway Ltd., Toronto and other centres - Local 206, Retail Clerks International Association (AFL-CIO/CLC) (retail food employees, full and part-time): Two 24-month renewal agreements effective from July 5, 1976 to July 4, 1978, covering a total of 900 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

Holdback:	Varying amounts of the wage increases shown below will be held in abeyance pending review by the Anti-Inflation Board.		
Wages:	Effective	<u>July 5/76</u>	<u>July 5/77</u>
	COLA Fold-in	25¢	
	General Increases:		
	Full-time employees	\$28 per week	\$20 per week
	Part-time employees	50¢ per hour	50¢ per hour
	<u>Hourly Rates</u>		
	Clerk Cashier- Wrapper 0-24 months	\$4.41-\$6.11 (\$3.69-\$5.39)	\$4.92-\$6.62
	Meat Cutter 0-30 months	\$4.88-\$7.19 (\$4.16-\$6.47)	\$5.39-\$7.70
Cost of Living Allowance:	1¢ for each 0.5 increase in the Consumer Price Index (1971=100), after an increase of 8% in the first year of the agreement and 6% in the second, adjusted quarterly and capped at 15¢ in the first year and 10¢ in the second (previously effective in the 2nd year of the agreement, 1¢ per 0.5 increase in the CPI (1961=100) after an increase of 8%, capped at 25¢).		
Night Shift Premium:	50¢ (45¢) per hour.		
Key Man Premium (new):	Rate to be established.		
Relief Head Cashier Premium (new):	25¢ per hour.		
Paid Vacation:	2 weeks after 1 year of service, 3 weeks after 5 years, 4 weeks after 10 years, 5 weeks after 18 (20) years and 6 weeks (new) after 25 years.		
Bereavement Leave:	Grandchild added for 1 day's paid leave.		

Dominion Stores Limited at Guelph, Kitchener, Midland, Waterloo and K-Mart Plaza in Waterloo Township - Local 206, Retail Clerks Union (AFL-CIO/CLC): Two 24-month renewal agreements effective from June 21, 1976 to June 21, 1978, covering 330 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Full retroactivity on wages to June 21, 1976.		
	Effective	<u>Dec. 13/76</u>	<u>June 21/77</u>
	COLA Fold-in	\$9.75 per week for full-time employees; 25¢ per hour for part-time employees	

	<u>Dec. 13/76</u>	<u>June 21/77</u>
<u>General Increases</u>		
Full-time Employees	\$28 per week*	\$20 per week
Part-time Employees	50¢ per hour*	50¢ per hour

The increases scheduled for Dec. 13, 1976 apply to all employees on the payroll as of that date. New full-time Clerk "A"s, Clerk "B"s and Store Porters and all new part-time employees commencing employment after Dec. 13, 1976 will be placed on a wage schedule determined by adding 50% of the respective increases indicated above to the start rates of the previous wage schedules and prorating the increases to 100% at the top.

Similarly, the increases scheduled for June 21, 1977 apply to all employees on the payroll as of that date. New employees in the classifications in the above paragraph will be placed on a wage schedule determined by prorating the increases indicated for this date from 50% for start rates to 100% for top rates.

The following rates apply to employees on the payroll as of Dec. 13, 1976 and reflect the full increases.

Full-time Employees

Weekly Rates

Clerk "A"	\$185.75-\$245.75 (\$148.00-\$208.00)	\$205.75-\$265.75
Meat Cutter	\$265.75-\$293.75 (\$228.00-\$251.00)	\$285.75-\$313.75
Meat Chief Clerk (stores over \$60,000 only)	\$283.75-\$305.75 (\$246.00-\$268.00)	\$303.75-\$325.75

Part-time Employees

Hourly Rates

Students	\$3.20-\$5.40 (\$2.45-\$4.65)	\$3.70-\$5.90
Non-Students	\$3.45-\$5.40 (\$2.70-\$4.65)	\$3.95-\$5.90

Probationary period is 30 calendar days. Maximum rates for Clerk "A" reached after ten 3-month increases and for Meat Cutter and Meat Chief Clerk after four 3-month increases. Probationary period for part-time employees is 4 weeks. Maximum rates for Students reached after four 3-month increases and four 6-month increases, and for Non-Students after six 6-month increases.

* Note: Increases are subject to approval by the Anti-Inflation Board. \$20 of the \$28 increase and 40¢ of the 50¢ increase scheduled for Dec. 13, 1976 is payable immediately.

Cost-of-Living Allowance: 1¢ per hour for each full .5 point change in the Consumer Price Index (1961=100) after an increase of 8% above the June 1976 Index in the first year of the agreement and 6% above the June 1977 Index in the second year of the agreement, to be adjusted quarterly. Cap of 15¢ per hour in the first year of the agreement and 10¢ per hour in the second year of the agreement.

Any allowance forthcoming in the first year will be incorporated into the wage structure June 17, 1977. Otherwise the COLA will be considered as an add-on and not applicable to the calculation of benefits other than holiday or vacation pay.

Shift Premium: 50¢ (45¢) per hour to all regular full-time employees scheduled for an off or a night shift.

40¢ (35¢) per hour to the employee in charge of a night shift.

Paid Vacation: Effective in May 1977, 5 weeks after 18 (20) years' service and 6 weeks (new) after 25 years.

Loblaws Ltd. at Ottawa, London and other centres in southern Ontario - Locals 206 and 486, Retail Clerks' International Association (AFL-CIO/CLC) (retail food employees, full and part-time): A 24-month renewal agreement effective from June 1, 1976 to May 31, 1978, covering 685 employees, settled at the mediation stage. Duration of negotiations - 9 months.

The terms reported below refer to full-time and part-time employees except as noted.

Holdback: Pending approval by the Anti-Inflation Board of the wage increases shown below, the actual retroactive increase implemented for June 1, 1976 will be 48¢ per hour for full-time employees. Part-time employees will receive an interim increase of either 41¢ per hour or 8% plus 1¢ per hour, depending on past salary position.

Wage Grid: The increases and rates shown below apply to employees on staff at time of ratification. Employees hired after that date will be placed on a grid derived by applying between 50% and 100% of the increases shown below, with 50% being applied to the former start rate and 100% to the former top rate.

Wages: Full-time Employees

Effective	<u>May 30/76</u>	<u>May 29/77</u>
COLA Fold-in	8.3¢	
General Increases	56¢	52¢
Cashier, Service Clerk & Wrapper 0-18 months	\$4.083-\$5.933 (\$3.44-\$5.29)	\$4.603-\$6.576
Meat Cutter (days) 0-30 months	\$4.533-\$7.073 (\$3.89-\$6.43)	\$5.053-\$7.593

Part-time Employees

Effective	<u>May 30/76</u>	<u>May 29/77</u>
COLA Fold-in	8.3¢	
General Increases	50¢	50¢
Student 0-36 months	\$3.023-\$5.313 (\$2.44-\$4.73)	\$3.523-\$5.813
Non-Student 0-36 months	\$3.143-\$5.313 (\$2.56-\$4.73)	\$3.643-\$5.813

Cost of Living Allowance:	Using the Consumer Price Index for April 30, 1976 as the base, quarterly adjustments will be made on the basis of 1¢ for each .5 point increase in the CPI beyond an 8% advance over the base during the first year of the contract or beyond a 14% advance over the base during the second year of the contract. Any amounts so generated will be limited to 15¢ per hour per year and will be automatically incorporated into the employee's wage rate. (Previous formula: 1¢ per .5 change in the CPI, adjusted quarterly and capped at 8.3¢.)
Weekly Hours (full-time empls.):	Effective June 6, 1977, 38 (39) hours. Subject to A.I.B. approval.
Paid Vacation (full-time empls.):	Effective in 1976, 2 weeks after 1 year of service, 3 weeks after 5 years, 4 weeks after 10 years, 5 weeks after 20 years, and 6 weeks after 30 years (all unchanged). Effective in 1977, 5 weeks after 18 years and 6 weeks after 25 years.
Christmas Bonus (part-time empls.):	Those employees with 3 years of service as of Dec. 15 will receive \$40 (new); those with 1 year of service, \$20 and those with 6 months of service, \$10 (both unchanged).
Paid Holidays (part-time empls.):	Boxing Day added for a total of 8 (7) days. Eligibility for holiday pay now only requires that an employee have worked at least 48 hours during the 4 weeks preceding the week of the holiday. (Previously, eligibility requirements were by legislation.)
Health and Welfare (full-time empls.):	<u>A.D. & D. (new)</u> - To be implemented as of the date of ratification. Maximum coverage set at \$15,000. <u>Sick Pay Allowance</u> - Effective date of ratification, benefits are increased to 65% (50%) of basic wage for employees with 6 months' service and to 85% (75%) for employees with 5 or more years of service. The allowance provides for the first 3 days of any absence due to sickness, to a maximum of 9 days per calendar year. <u>Weekly Indemnity</u> - Date of eligibility for new employees to be the first of the month following date of hiring (previously, after 3 months). <u>Long Term Disability</u> - For employees with at least one year of service, age for eligibility has been lowered to 18 (21) years.
Pension Plan:	<u>Past Service Pension Accruals</u> - To be recalculated for all employees on the payroll as of the date of ratification, based on the employee's 1974 (1971) gross income.

Early Retirement Pension Benefits (new) - Effective June 1, 1977 employees retiring at age 63 or over will have no reduction in the rate of benefit accrual.

Maintenance of Insurance Benefits - Dental coverage and the Bene Package coverage will apply to early retirees until age 65.

Bereavement
Leave
(full-time
empls.):

3 (1) days' paid leave in the event of death of a grandparent, brother-in-law or sister-in-law. Grandchild added for 3 days' paid leave.

Loblaws Ltd. at Toronto and other centres in southern Ontario - Locals 175 and 633, Canadian Food and Allied Workers (AFL-CIO/CLC) (retail food employees, full and part-time): Two 24-month renewal agreements effective from July 2, 1976 to July 1, 1978, covering a total of 680 employees, settled at the mediation stage. Duration of negotiations - 9 months.

The terms reported below refer to full-time and part-time employees except as noted.

Holdback:

Pending approval by the Anti-Inflation Board of the wage increases shown below, the actual retroactive increases implemented for June 27, 1976 will be 33¢ per hour for full-time employees and 27¢ per hour for part-time employees.

Wage Grid:

Similar to above agreement between Loblaws Ltd. and the Retail Clerks.

Wages:

Full-time Employees

Effective	<u>June 27/76</u>	<u>July 3/77</u>
COLA Fold-in	8.3¢	
General Increases	56¢	52¢
Cashier, Service Clerk & Wrapper 0-12 months	\$4.033-\$5.973 (\$3.39-\$5.33)	\$4.553-\$6.493
Meat Cutter (days) 0-30 months	\$4.553-\$7.163 (\$3.91-\$6.52)	\$5.073-\$7.683

Part-time Employees

Effective	<u>June 27/76</u>	<u>July 3/77</u>
COLA Fold-in	8.3¢	
General Increases	50¢	50¢
Wage Progression 0-36 months	\$3.06-\$5.23 (\$2.56-\$4.73)	\$3.56-\$5.73

Cost of Living
Allowance:

Similar to above agreement between Loblaws Ltd. and the Retail Clerks.

Weekly Hours (full-time empls.):	Effective Jan. 3, 1977, 38 (39) hours.
Paid Vacation (full-time empls.):	Similar to above agreement between Loblaw's Ltd. and the Retail Clerks.
Relief Premium (full-time empls.):	75¢ (25¢) per hour for an employee relieving a Store Manager or Bakery Manager.
Bereavement Leave (full-time empls.):	3 (1) days' paid leave in the event of death of a brother-in-law, sister-in-law, or grandchild.
Transfer Allowance (full-time empls.):	18¢ per mile with a minimum pay-out of \$2 for employees temporarily transferred to another store in mid-shift (previously, \$1 flat rate for transfers in Toronto). For inter-community temporary transfers, \$2 meal allowance in addition to new mileage allowance indicated above (previously, 15¢ per mile plus overnight expenses as applicable).
Meal Allowance (part-time empls.):	\$2.25 (\$2) supper bonus effective date of ratification.
Rest-Period (part-time empls.):	15 minutes in each 3 (4) hour work-period.
Christmas Bonus (part-time empls.):	Similar to above agreement between Loblaw's Ltd. and the Retail Clerks.
Paid Holidays (part-time empls.):	Similar to above agreement between Loblaw's Ltd. and the Retail Clerks.
Health and Welfare (full-time empls.):	Similar to above agreement between Loblaw's Ltd. and the Retail Clerks, except as noted below: <u>Sick Pay Allowance</u> - Benefits are changed to 65% (66 2/3%) of basic wage for employees with 6 months' service and to 85% (66 2/3%) for employees with 5 or more years of service.
Pension Plan (full-time empls.):	Similar to above agreement between Loblaw's Ltd. and the Retail Clerks except as noted below: <u>Early Retirement Pension Benefits</u> - Effective July 2, 1977, employees retiring at age 63 or over will have no reduction in the rate of benefit accrual. Those retiring prior to age 63 will have benefit accruals reduced by 1/3 (1/3) for each month that such early retirement precedes attainment of age 63 (65). Subject to A.I.B. approval.

EDUCATION AND RELATED SERVICES

Bruce County Board of Education - Ontario Secondary School Teachers' Federation (OTF)

A 12-month renewal agreement effective from September 1, 1976 to August 31, 1977, covering 203 employees, settled at the fact-finder stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/76</u>
	Increase	\$400-\$1,900
	Teacher-Category 1 0-11 years	\$11,200-\$19,400 (\$10,800-\$18,000)
	Teacher-Category 4 0-11 years	\$13,400-\$24,500 (\$13,000-\$22,600)

Cost-of-Living Bonus: If the July 1977 Consumer Price Index (1971=100) exceeds the July 1976 C.P.I. by more than 8%, bonus of \$275 payable in September 1977 (previously \$250).

Responsibility Allowances: Director - \$2,400 (\$2,300)
Major Department Head - \$2,200 (\$2,100)
Department Head - \$1,800 (\$1,700)
Minor Department Head - \$1,300 (\$1,200)
Subject Chairman - \$1,000 (\$900)

Paid Sick Leave: Maximum accumulation is 220 (200) days.

Health and Welfare: Life Insurance - Employer pays 75% of cost of plan providing coverage of 2½ times salary (previously \$30,000 coverage).

Carleton Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 24-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1978, covering 1,100 employees, settled at the mediation stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Sept. 1/76</u>	<u>Sept. 1/77</u>
	Average Increases	12.16%	10.9%
	<u>Annual Rates</u>		
	Teacher - Level D 0-6 years	\$ 9,615-\$12,825 (\$ 8,600-\$11,400)	\$10,670-\$14,240
	Teacher - Level A1 0-10 years	\$12,825-\$20,825 (\$10,700-\$19,000)	\$14,235-\$23,135
	Teacher - Level A4 0-13 years	\$14,960-\$25,660 (\$13,000-\$24,000)	\$16,605-\$28,455
	Principal 0-5 years		
	Schools with less than 400 pupils	\$24,855-\$30,730 (\$23,000-\$28,100)	\$27,700-\$34,200

	<u>Sept. 1/76</u>	<u>Sept. 1/77</u>
Schools with 400 pupils or more	\$25,855-\$31,730 (\$24,000-\$29,500)	\$28,700-\$35,200
Educational Consultant		
0-4 years		
Level I (Non-degree)	\$17,840-\$21,480 (\$16,000-\$19,400)	\$19,800-\$23,840
Level II (Degree)	\$20,920-\$24,540 (\$18,880-\$22,280)	\$23,220-\$27,240
Speech Correctionist		
0-4 years		
Level I	\$17,415-\$21,035 (\$15,600-\$19,000)	\$19,330-\$23,350
Level II	\$20,610-\$24,230 (\$18,590-\$21,990)	\$22,880-\$26,900

Additional Allowances:

Effective	<u>Sept. 1/76</u>	<u>Sept. 1/77</u>
Vice-Principal		
0-5 years		
Schools with less than 400 pupils	\$2,400-\$2,900 (\$2,200-\$2,700)	\$2,600-\$3,100
Schools with 400 pupils or more	\$2,600-\$3,100 (\$2,400-\$2,900)	\$2,800-\$3,300
Masters' Degree or Doctorate	\$600 (\$500) per annum.	

Adoption Leave (new):

Unpaid leave for the adoption of a child may be granted to a teacher according to the terms of the maternity leave provisions of the collective agreement.

Essex County Roman Catholic Separate School Board - Ontario English Catholic School Teachers' Association and L'Association Des Enseignants Franco-Ontariens (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 464 employees, settled at the post mediation officer bargaining stage. Duration of negotiations - 7 months.

Wages:

Effective	<u>Sept. 1/76</u>
General Increase	6%*
Teacher - Level 1	\$8,849-\$12,856
0-6 years	(\$8,348-\$12,128)
Teacher - Level 7	\$14,580-\$23,929
0-12 years	(\$13,755-\$22,575)

Sept. 1/76

Principal (under 9 rooms)	\$20,590-\$25,265 (\$19,425-\$23,835)
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*Note: Increases are subject to approval by the Anti-Inflation Board.

Cost-of-Living Allowance: Effective January 1, 1977, \$5.00 per 1.0 increase in the Consumer Price Index (1971=100) above the December 1976 index, calculated monthly, payable quarterly (same formula as previously).

Middlesex County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 408 employees, settled at the fact finder stage. Duration of negotiations - 9½ months.

Wages:	Effective	<u>Sept. 1/76</u>
	Increase	2.5%-11.2%
	Teacher Level 1 0-5 years	\$8,700-\$12,079 (\$8,490-\$11,590)
	Teacher Level 7 0-12 years	\$13,600-\$24,275 (\$12,790-\$22,740)

Previous rates include a lump sum payment of \$290 granted in lieu of a cost-of-living clause.

Health and Welfare: Dental Plan-Employer pays up to 75% of cost of premiums, to a maximum of \$21,500, for new dental plan.

Responsibility Allowances: Principals:

A Schools	\$6,275-\$7,275 (\$6,000-\$7,000) with four increments of \$250 each.
B Schools	\$5,230-\$6,230 (\$5,000-\$6,000) with four increments of \$250 each.
C Schools	\$4,185-\$5,185 (\$4,000-\$5,000) with four increments of \$250 each.
D Schools	\$1,570-\$2,570 (\$1,500-\$2,500) with four increments of \$250 each.

Vice-Principals:

\$1,360 (\$1,300) plus three annual increments of \$300 each plus an additional \$200 bonus for a vice-principal having responsibility in two schools.

Niagara South Board of Education - Federation of Women Teachers' Associations of Ontario, Ontario Public School Men Teachers' Federation, and L'Association des enseignants franco-ontariens (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 940 employees, settled at the mediation stage.

Holdback: Pending approval by the Anti-Inflation Board of the wage increases reflected below, an 8% increase only will be implemented.

Wages: Effective Sept. 1/76

Annual Rates

Teacher Category D \$8,790-\$12,140
0-5 years (\$7,850-\$10,850)

Teacher Category A1 \$11,300-\$19,700
0-12 (13) years (\$10,000-\$18,125)

Teacher Category A4 \$13,700-\$24,500
0-12 (13) years (\$12,300-\$22,050)

Responsibility Allowances: Principals - All increments \$650 (\$600) per annum.

Group I (1-120 students) \$1,725-\$4,325 (\$1,600-\$4,000)

Group II (121-300 students) \$2,900-\$5,500 (\$2,700-\$5,100)

Group III (301-450 students) \$4,000-\$6,600 (\$3,700-\$6,100)

Group IV (451 or more students) \$4,650-\$7,250 (\$4,300-\$6,700)

Vice-Principals - \$1,560-\$3,025 (\$1,446-\$2,800)
0-3 years

Consultants - \$2,764-\$5,579 (\$2,559-\$5,166)
Annual increments \$589 (\$545)

Health and Welfare: O.H.I.P. - Employer pays 75% (100%) of the premium.

Dental Plan (new) - The plan will include coverage for endodontic and periodontic treatments. Employer pays 100% of premium.

Simcoe County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and L'Association des enseignants franco-ontariens (OTF): A 12-month renewal agreement effective from Sept. 1, 1976 to Aug. 31, 1977, covering 272 employees, settled at the fact-finder stage. Duration of negotiations - 9½ months.

Wages: Effective Sept. 1/76

Increase 3.6% - 8.2%

Teacher Category D \$8,300-\$11,400
0 - 6 years (\$7,775-\$10,800)

Teacher Category A4 \$14,000-\$23,600
0 - 12 years (\$12,600-\$21,650)

Previous rates include a lump sum adjustment made in January 1976 of \$400 for 2nd Class to Category C Teachers, \$300 for Categories B and A1 Teachers and \$200 for Categories A2 to A4 Teachers.

Paid Leave: Employees receive up to a maximum of 2 (1) days per school year to write university exams or attend their own graduation exercises.

Responsibility Allowances: Principals in "A" Schools receive \$4,250 (\$4,000) plus experience allowance of \$400 per year to a maximum of 5 years.

Principals in "B" Schools receive \$3,750 (\$3,500) plus experience allowance of \$400 per year to a maximum of 5 years.

In the event that the Board transfers a principal to a "B" School or transfers pupils, thereby reclassifying a school as a "B" School, the principal affected retains his "A" School responsibility allowance for one year (new).

Waterloo County Board of Education - Non-Academic Staff Association (Ind.):
A 12-month renewal agreement effective from Jan. 1, 1977 to Dec. 31, 1977, covering 208 employees, settled at the bargaining stage. Duration of negotiations - 1 month.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	8%
	Level 1 (includes Junior Clerk)	\$5,307-\$7,707 (\$4,914-\$7,134)
	Level 11 (includes Safety Officer)	\$12,221-\$17,669 (\$11,316-\$16,362)

Probationary period is 6 months. Maximum rates reached on merit after no more than six 6-month increases.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Economists, Sociologists and Statisticians Association (Ind.) (economics, sociology and statistics group):
A 12-month renewal agreement effective from June 28, 1976 to June 28, 1977, covering 2,490 employees, settled at the arbitration stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>June 28/76</u>
	Increases:	
	ES-1 (new level)	12%
	ES-2 (new level)	\$1,800 per year
	ES-3 (formerly ES-1)	\$2,000 per year
	ES-4 (new level) and ES-5 (formerly ES-2)	\$2,200 per year
	ES-6 (formerly ES-3), ES-7 (formerly ES-4) and ES-8 (formerly ES-5)	\$2,400 per year

June 28/76

Annual Rates

ES-1	\$10,830-\$17,270 (\$ 9,670-\$15,420)
ES-3	\$10,500-\$21,362 (\$ 8,500-\$19,362)
ES-8	\$32,240-\$39,240 (\$29,840-\$36,840)

Paid Vacation: 3 weeks after 1 year of service, 4 weeks after 15 years (both unchanged), and 5 weeks after 27 (28) years.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees Union (Ind.) (clerical services category): A 12-month renewal agreement effective from Jan. 1, 1977 to Dec. 31, 1977, covering 9,740 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	3.65% plus \$7.11 per week, to a maximum of \$2,400 per year

Weekly Rates

Clerk 1 General	\$129.94-\$149.17 (\$118.50-\$137.06)
Clerk 5 General	\$238.05-\$275.19 (\$222.81-\$258.64)

Ontario Government - Ontario Public Service Employees Union (Ind.) (general operational services category): A 12-month renewal agreement effective from Jan. 1, 1977 to Dec. 31, 1977, covering 5,330 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Jan. 1/77</u>
	General Increase	\$11.60 per week

Weekly Rates

Cleaner 1	\$167.20-\$172.40 (\$155.60-\$160.80)
Clerk 6 Supply	\$274.00-\$292.80 (\$262.40-\$281.20)

Ontario Government - Ontario Public Service Employees Union (Ind.)(institutional care and correctional services category): A 12-month renewal agreement effective from Jan. 1, 1977 to Dec. 31, 1977, covering 9,355 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages: Effective Jan. 1/77

General Increase 3.37% plus \$9.20 per week,
to a maximum of \$2,400 per year

Weekly Rates

Counsellor 1	\$194.00-\$208.40
(Residential Life)	(\$178.80-\$192.80)
Residential Counsellor 3	\$266.80-\$282.40
	(\$249.20-\$264.40)

Ontario Government - Ontario Public Service Employees Union (Ind.)(maintenance services category): A 12-month renewal agreement effective from Jan. 1, 1977 to Dec. 31, 1977, covering 6,140 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages: Effective Jan. 1/77

General Increase 1.56% plus \$14 per week,
to a maximum of \$2,400 per year

Weekly Rates

Driver 1	\$222.80-\$229.60
	(\$205.60-\$212.40)
Construction Safety Officer	\$336.49-\$358.58
	(\$317.54-\$339.29)

Ontario Government - Ontario Public Service Employees Union (Ind.)(office service category): A 12-month renewal agreement effective from Jan. 1, 1977 to Dec. 31, 1977, covering 7,455 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages: Effective Jan. 1/77

General Increase 3.71% plus \$6.78 per week,
to a maximum of \$2,400 per year

Weekly Rates

Clerical Typist 1	\$133.98-\$154.05
	(\$122.65-\$142.00)
Supreme Court Reporter	\$348.22-\$416.67
	(\$329.23-\$395.23)

Ontario Government - Ontario Public Service Employees Union (Ind.) (technical services category): A 12-month renewal agreement effective from Oct. 1, 1976 to Sept. 30, 1977, covering 5,290 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages: Effective Oct. 1/76

General Increase 5.49% plus \$10 per week,
to a maximum of \$2,400 per year

Weekly Rates

Highway Construction	\$230.20-\$265.59
Inspector 1	(\$208.74-\$242.29)
Vocational Training	\$433.56-\$541.66
Supervisor 1	(\$401.52-\$503.99)

LOCAL ADMINISTRATION

Oshawa City Corporation - Local 251, Canadian Union of Public Employees (CLC):

A 24-month renewal agreement effective from Nov. 1, 1976 to Oct. 31, 1978, covering 230 employees, settled at the bargaining stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 1/76</u>	<u>Nov. 1/77</u>
	General	8½%*	6½%
	Increases		
	Salary Code	\$332.52-\$368.50	\$354.13-\$392.45
	1 (includes	(\$306.47-\$339.63)	
	Clerk Typist)		
	Senior Planner	\$752.00-\$884.71	\$800.88-\$942.22
		(\$693.09-\$815.40)	

Probationary period is 6 months. Maximum rates for Clerk Typist reached after two 3-month increases and for Senior Planner after two 6-month and one 12-month increase.

* Note: Increases are subject to approval by the Anti-Inflation Board.

Paid Vacations: 4 weeks and 3 days after 18 (19) years' service and 5 weeks after 20 (22) years' service.

Sick Leave: Service requirement entitling employee to draw sick leave pay is 3 (6) months.

Health and Welfare: Dental Plan - Effective Mar. 1, 1977, employer pays 50% of cost of premiums for new basic dental plan.

Addendum

May 1976 Settlements

CONSTRUCTION

The Pipe Line Contractors Association of Canada - Local 793, International Union of Operating Engineers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1976 to Apr. 30, 1977, covering 450 Ontario employees, settled at the conciliation officer stage and ratified in May 1976. Duration of negotiations - 2 months.

Details of settlement specified below apply to Ontario employees.

Wages:	Effective	<u>May 1/76</u>	<u>Oct. 1/76</u>	<u>Jan. 1/77</u>
Increases		Mainline Employees: 45¢ for Intermediate and Principal Operator, 35¢ for Apprentice Operator	75¢ for Mainline Employees	
Additional Adjustments				Diversion of part of wages into benefits

Rates for employees on Distribution Systems are calculated at 95% of Mainline rates, to the nearest 5¢.

Negotiated Rates:

Intermediate Operator (Main- line)	\$9.25 (\$8.80)	\$10.00
Principal Operator (Main- line)	\$10.10 (\$9.65)	\$10.85

Rates Implemented Subsequent to AIB Approval:

Intermediate Operator (Main- line)	\$9.25	\$9.45	\$9.22
Principal Operator (Mainline)	\$10.10	\$10.36	\$10.14

Welfare: Employer contributes 25¢ (20¢) per hour.

Pension Plan: Effective May 1, 1976, employer contributes 25¢ (new) per hour.
Effective Jan. 1, 1977, 50¢ per hour.

Subsistence Allowance: \$17.50 (\$16.00) per day for non-local residents.

Ottawa Glass Companies - Local 200, Painters (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 1, 1976 to Mar. 31, 1978, covering 300 employees, settled at the conciliation officer stage and ratified in May 1976. Duration of negotiations - 3½ months

Wages: Full retroactivity on wages to Apr. 1, 1976.

Effective	<u>May 21/76</u>	<u>Oct. 1/76</u>	<u>Apr. 1/77</u>
General Increases	8%	6%*	10%
Warehouseman	\$4.36 (\$4.04)	\$4.60	\$5.06
Journeyman Metal and Glass Installer	\$7.12 (\$6.60)	\$7.52	\$8.27

* Note: Increases are subject to approval by the Anti-Inflation Board.

July 1976 Settlements

LOCAL ADMINISTRATION

York Regional Board of Commissioners of Police - Regional Municipality of York Police Association (Ind.): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 288 employees, settled at the bargaining stage and ratified in July 1976. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/76</u>
	Increase	3.2%-9.9%
	4th Class Constable	\$12,270 (\$11,865)
	1st Class Constable	\$17,281 (\$15,727)
	Staff Inspector	\$24,562 (\$23,008)

Paid Vacations: 3 weeks after 4 (5) years' service, 4 weeks after 13 (15) years and 5 weeks (new) after 20 years.

Health and Welfare: Dental Plan - Effective July 1, 1976, employer pays 50% of cost of premiums for new basic dental plan.

Cleaning Allowance: \$80 (\$70) per year.

Clothing Allowance: \$375 (\$350) per year for detectives and plainclothes constables, prorated where necessary.

Meal Allowance: Maximum (new) of \$4 per meal for meals purchased while on duty outside the municipality.

Mileage Allowance: Minimum of 20¢ (18¢) per mile.

This settlement has been approved by the Anti-Inflation Board.

CONSTRUCTION

The Utility Contractors Association of Ontario - Ontario Provincial District Council, Labourers (AFL-CIO/CLC): A 22-month renewal agreement effective from June 30, 1976 to May 1, 1978, covering 1275 employees, settled with mediation assistance during a work stoppage and ratified in July 1976. Duration of negotiations - 4 months.

Wages:	Effective	<u>July 7/76</u>	<u>Nov. 1/76</u>
	Increases	60¢ for Region Nos. 1, 2, 3, 4 and 6; 55¢ for Region No. 5; 35¢ for Region No. 7	30¢ for Region Nos. 1, 2, 3, 4 and 6; 25¢ for Region No. 5; 40¢ for Region No. 7
	<u>Region Nos. 1, 3 and 4</u>		
	Labourer (unskilled)	\$7.15 (\$6.55)	\$7.45
	Labourer (skilled Group 3)	\$7.55 (\$6.95)	\$7.85
	<u>Region No. 2</u>		
	Labourer (unskilled)	\$6.30 (\$5.70)	\$6.60
	Labourer (skilled Group 3)	\$6.70 (\$6.10)	\$7.00
	<u>Region No. 5</u>		
	Labourer (unskilled)	\$5.95 (\$5.40)	\$6.20
	Labourer (skilled Group 3)	\$6.35 (\$5.80)	\$6.60
	<u>Region No. 6</u>		
	Labourer (unskilled)	\$7.40 (\$6.80)	\$7.70
	Labourer (skilled Group 3)	\$7.80 (\$7.20)	\$8.10

	<u>July 7/76</u>	<u>Nov. 1/76</u>
<u>Region No. 7 (new)</u>		
Labourer (unskilled)	\$6.35 (\$6.00)	\$6.75
Labourer (skilled Group 3)	\$6.75 (\$6.40)	\$7.15

Effective	<u>May 1/77</u>	<u>Nov. 1/77</u>
Increases	65¢ for Region Nos. 1, 2, 3, 4 and 6; 55¢ for Region No. 2; 50¢ for Region No. 5; 60¢ for Region No. 7	35¢ for Region Nos. 1, 2, 3, 4, 6 and 7; 30¢ for Region No. 5

Region Nos. 1, 3
and 4

Labourer (unskilled)	\$8.10	\$8.45
Labourer (skilled Group 3)	\$8.50	\$8.85

Region No. 2

Labourer (unskilled)	\$7.15	\$7.50
Labourer (skilled Group 3)	\$7.55	\$7.90

Region No. 5

Labourer (unskilled)	\$6.70	\$7.00
Labourer (skilled Group 3)	\$7.10	\$7.40

Region No. 6

Labourer (unskilled)	\$8.35	\$8.70
Labourer (skilled Group 3)	\$8.75	\$9.10

Region No. 7

Labourer (unskilled)	\$7.35	\$7.70
Labourer (skilled Group 3)	\$7.75	\$8.10

Vacation Pay: Effective May 1, 1977 in all regions except Region No. 7, vacation pay is 9% (8%) of gross wages.

Welfare: Effective July 7, 1976 in Region Nos. 1, 3, and 4, employer contribution is 25¢ (10¢) per hour and, in Region Nos. 2, 5, 6 and 7, 10¢ per hour. (Unchanged for Region Nos. 2, 5 and 6 and new for Region No. 7.) Effective Nov. 1, 1976 in Region Nos. 2 and 5, employer contribution is 25¢ per hour.

This settlement has been rolled back by the Anti-Inflation Board.

August 1976 Settlement

LOCAL ADMINISTRATION

York Regional Municipality (Office, Clerical, Technical, Engineering Maintenance and Land Division) - Local 1953, Canadian Union of Public Employees (CLC): A 12-month first agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 330 employees, settled at the bargaining stage and ratified in August 1976. Duration of negotiations - 6 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	11%
	Additional Adjustments	Implementation of a formalized salary scale
	Housekeeper	\$3.62-\$3.95 (\$3.59)
	Clerk Steno	\$3.98-\$4.87 (\$4.40)
	Labourer-Driver	\$5.23-\$5.51 (\$5.00)
	Planner III	\$11.62-\$13.20 (\$12.03)
	Probationary period is 6 months. Maximum rates reached after one 6-month and two 12-month increases.	
Shift Premium:	0-20¢-20¢ (new).	
Standby Pay:	One hour's pay at the regular rate per day of standby duty. (Previously, \$20 per week.)	
Paid Vacation:	3 weeks after 4 (5) years' service, 4 weeks after 13 (15) years and 5 weeks (new) after 20 years.	
Meal Allowance:	\$3.50 (new) after 2 hours of overtime.	

Mileage Allowance: 20¢ per mile (new). This mileage rate will be varied by 1 cent per mile for each 5 cents per gallon variation in the tank wage price of gasoline, using a base date of Dec. 31, 1975.

September 1976 Settlement

CONSTRUCTION

London and District Road, Sewer and Watermain Contractors - Local 1059, Labourers (AFL-CIO/CLC): A 15-month renewal agreement effective from Sept. 24, 1976 to Dec. 31, 1977, covering 200 employees, settled at the bargaining stage and ratified in September 1976. Duration of negotiations-3½ months.

Wages:	Effective	<u>Sept. 24/76</u>	<u>July 16/77</u>
	Increases	90¢ for sewer and water-main employees; \$1.00 for roadbuilding employees*	80¢
	Basic Labourer	\$6.20 (\$5.30 for sewer and water-main employees; \$5.20 for roadbuilding employees)	\$7.00
	Form Builder	\$6.55 (\$5.65 for sewer and water-main employees; \$5.55 for roadbuilding employees)	\$7.35

*Note: Increases are subject to approval by the Anti-Inflation Board. 65¢ is payable immediately.

Saturday Premium: Time and one-half (straight time).

Sunday and Holiday Premium: Double time (time and one-half).

October 1976 Settlements

TRANSPORTATION EQUIPMENT

Dayton-Walther Company Ltd. at Guelph - Local 4656, Steelworkers (AFL-CIO/CLC): A 23-month renewal agreement effective from Nov. 1, 1976 to Oct. 10, 1978, covering 200 employees, settled at the bargaining stage and ratified in October 1976. Duration of negotiations - 1½ months.

Wages:	Effective	<u>Oct. 11/76</u>	<u>Oct. 10/77</u>
	Increases	60¢ per hour for non-incentive workers; 45¢ per hour for incentive workers	50¢

Oct. 11/76

Oct. 10/77

Non-Incentive
Rates

Job Grade 2 (Labourer)	\$5.25 (\$4.60)	\$5.75
Job Grade 17 (includes Electrician "A")	\$6.30 (\$5.35)	\$6.80

Note: Current wage rates reflect an inequity spread and the elimination of the indirect bonus system.

Cost-of-Living Allowance: 10¢ float remains from cost-of-living provision in previous agreement.

1¢ per hour for each .35 (.4) increase in the Consumer Price Index, where 1971 (1961) = 100. To be paid quarterly. Capped at 12¢ in the first year of the agreement and 15¢ in the second year. (Previously cap was 10¢ in the twelve consecutive months in which allowance was in effect.)

Shift Premium: 0-22¢-25¢ (0-20¢-22¢).

Paid Holidays: One day added at Christmas for a total of 13 (12) days.

Paid Vacation: Effective Nov. 1, 1976, 5 weeks and 10% vacation pay after 20 years' service (new). Effective Oct. 10, 1977, 4 weeks and 8% vacation pay after 12 (15) years' service.

Vacation Bonus: Effective Nov. 1, 1976, employees with more than one year's service as of June 30th receive a bonus of \$30 (\$25) per week of vacation pay eligibility. Effective Oct. 10, 1977, \$40 per week of vacation pay eligibility.

Bereavement Leave: Employee is granted up to 5 (3) consecutive days' paid leave to make arrangements for and attend the funeral of a spouse or child. Sister-in-law and brother-in-law included in up to 3 days' paid leave for same.

Health and Welfare: Life Insurance and A.D. & D.-Effective Oct. 10, 1977, coverage is \$11,000 (\$10,000).

Weekly Indemnity - Benefits of 66-2/3% of earnings to the UIC maximum. (Previously maximum of \$113 per week.) Payable on a 1-4-39 (1-4-26) basis.

Extended Health Care Plan - Elimination of deductibles. (Previously \$10/\$20 annual deductibles and 35¢ deductible on prescription drugs.) Plan includes provision of prescription safety glasses.

Dental Plan - Fee schedule to be current (previously, 1974 Schedule).

Pension Plan: Effective Nov. 1, 1976, \$5 (\$4) per year of service payable per month of retirement on future services only from this date and not offset by the Canada Pension Plan.

Effective Oct. 10, 1977, normal pension increases from the above \$5.00 to \$6.00.

Meal Allowance: 1.5¢ per mile (new).

Mileage Allowance: Effective Nov. 1, 1976, 15.5¢ (13.8¢) per mile for over-the-road truck drivers travelling over a 200-mile radius. Effective Oct. 10, 1977, 16.5¢ per mile for same.

Safety Shoe Allowance: Maximum allowance of \$15 (\$7) per year.

RETAIL TRADE

Dominion Stores Limited in Sault Ste. Marie and Northern Ontario - Locals 429, 545, 582 and 915, Retail, Wholesale and Department Store Union (AFL-CIO/CLC): Two 24-month renewal agreements effective from May 17, 1976 to May 13, 1978, covering 310 full-time and 450 part-time employees, settled at the post mediation officer bargaining stage and ratified in October 1976. Duration of negotiations - 5½ months.

Wages: Full retroactivity on wages to May 17, 1976.

Effective	<u>Nov. 1/76</u>	<u>May 13/77</u>
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COLA	\$9.75 per week for full-time	
Fold-in	employees; 25¢ per hour for	
	part-time employees	

General Increases

Full-time Employees	\$28 per week*	\$20 per week
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Part-time Employees	50¢ per hour*	50¢ per hour
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Full-time Employees

Weekly Rates

Clerk "A"	\$185.75-\$245.75 (\$148.00-\$208.00)	\$205.75-\$265.75
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Meat Cutter	\$281.75-\$303.25 (\$244.00-\$265.50)	\$301.75-\$323.25
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Meat Chief	\$296.75-\$317.75	\$316.75-\$337.75
Clerk (stores	(\$259.00-\$280.00)	
over \$60,000		
only)		

Part-time Employees

Hourly Rates

Students	\$3.20-\$5.40 (\$2.45-\$4.65)	\$3.70-\$5.90
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Nov. 1/76

May 13/77

Non-Students	\$3.45-\$5.40 (\$2.70-\$4.65)	\$3.95-\$5.90
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The above rates apply to employees on the payroll on Oct. 31, 1976. New full-time Clerk "A"s and Clerk "B"s and all new part-time employees commencing employment after that date will receive a prorated increase as in the settlement between Dominion Stores Limited and the Retail Clerks Union reported on page 728.

Probationary period is 60 calendar days. Maximum rates for Clerk "A" reached after ten 3-month increases and for Meat Cutter and Meat Chief Clerk after four 3-month increases. Probationary period for part-time employees is 44 worked days. Maximum rates for Students reached after four 3-month increases and four 6-month increases, and for Non-Students after six 6-month increases.

* Note: Increases are subject to approval by the Anti-Inflation Board. \$20 of the \$28 increase and 40¢ of the 50¢ increase scheduled for Nov. 1, 1976 is payable immediately.

Cost-of-Living
Allowance:

Same provision as in the Dominion Stores Limited settlement reported on page 728.

For details of changes in shift premium and paid vacation see the Dominion Stores Limited settlement reported on page 728.

RETAIL TRADE

Dominion Stores Limited at Sudbury - Local 579, Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (part-time employees): A 24-month renewal agreement effective from May 31, 1976 to May 31, 1978, covering 250 employees, settled at the bargaining stage and ratified in October 1976. Duration of negotiations - 5 months.

Wages: Full retroactivity on wages to May 31, 1976.

Effective	<u>Nov. 1/76</u>	<u>May 31/77</u>
COLA	25¢	
Fold-in		
General Increases	50¢*	50¢
Students	\$3.20-\$5.40 (\$2.45-\$4.65)	\$3.70-\$5.90
Non-Students	\$3.45-\$5.40 (\$2.70-\$4.65)	\$3.95-\$5.90

The above rates apply to employees on the payroll Oct. 27, 1976. All new part-time employees commencing employment after that date will receive a prorated increase as in the settlement between Dominion Stores Limited and the Retail Clerks' Union reported on page 728.

Probationary period is 44 worked days. Maximum rates for Students reached after four 3-month increases and four 6-month increases, and for Non-Students after six 6-month increases.

*Note: Increases are subject to approval by the Anti-Inflation Board. 40¢ is payable immediately.

Cost-of-Living Allowance: Same provision as in the Dominion Stores Limited settlement reported on page 728.

LOCAL ADMINISTRATION

Hamilton City Corporation - Local 288, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 411 employees, settled at the bargaining stage, and ratified in October 1976. Duration of negotiations - 10 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	11%*
	Fire Fighter III Class	\$13,319.68 (\$12,000)
	Fire Fighter I Class	\$16,649.34 (\$15,000)
	District Chief	\$21,177.70 (\$19,079)

Probationary period is 12 (9) months.

* Note: This increase has been approved by the Anti-Inflation Board.

Paid Vacations: Effective January 1, 1976, 3 weeks after 3 (5) years, 4 weeks after 11 (15) years and 5 weeks after 20 (25) years.

Health and Welfare: Dental Plan - Effective January 1, 1977, employer pays 100% of cost of premiums of new basic dental plan.

November 1976 Settlements

METAL FABRICATING

Winchester-Western (Canada) Limited at Cobourg - Local 788, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from Sept. 30, 1976 to Sept. 29, 1978, covering 322 employees, settled at the post conciliation bargaining stage and ratified in November 1976. Duration of negotiations - 3½ months.

Wages:	Effective	<u>Sept. 30/76</u>	<u>Sept. 30/77</u>
	General Increases	39¢	6%

Sept. 30/76

Sept. 30/77

Additional Adjustments	30¢ for Electrician and Tool & Die Maker	
Labour Grade 1 (includes General Labour)	\$4.68 (\$4.29)	\$4.96
Labour Grade 8 (includes Maintenance Electrician)	\$6.96 (\$6.27)	\$7.38

Lead Hand 30¢ (15¢) per hour.
Premium:

TRANSPORTATION EQUIPMENT

Mack Trucks Canada Limited (Oakville Assembly Plant) at Oakville - Local 2281, Machinists (AFL-CIO/CLC): A 12-month renewal agreement effective from Aug. 26, 1976 to Aug. 26, 1977, covering 350 employees, settled during a work stoppage and ratified in November 1976. Duration of negotiations - 5 months.

Wages:	Effective	<u>Aug. 26/76</u>
	COLA	78¢
	Fold-in	
	Increase	7.4%-9.4%
	Additional Adjustments	elimination of some classifications
	Material Handler	\$7.58-\$7.80 (\$6.15-\$6.36)
	Maintenance Electrician	\$8.15-\$8.37 (\$6.80-\$7.01)

Probationary period is 30 working days. Maximum rates reached after one period of 30 working days, one period of 50 working days and one period of 120 working days, except where more rapid advancement is merited.

Cost-of-Living Provision: Inoperative for the duration of the Anti-Inflation Act.

Paid Holidays: Effective Nov. 8, 1976, removal of one floating day for a total of 11 statutory holidays and 2 (3) floating days.

Health and Welfare: Dental Plan - Effective Nov. 8, 1976, Blue Cross Dental Plan #7 - Basic is introduced. Cost of premiums met by former employer contribution of 3¢ per hour per employee to SUB Plan.

Supplementary Unemployment Benefit Plan: Eliminated.

Tool Allowance: Eliminated. (Previously, up to \$75 per contract year for mechanics only for the replacement of tools used on the job. "Mechanic" classification has been eliminated from the bargaining unit.)

MISCELLANEOUS MANUFACTURING

Tonka Corporation Canada Limited at Mississauga - Local 28, Molders (AFL-CIO/CLC):
A 36-month renewal agreement effective from Oct. 1, 1976 to Sept. 30, 1979, covering 300 employees, settled at the conciliation officer stage and ratified in November 1976. Duration of negotiations - 2½ months.

Wages:	Effective	<u>Oct. 1/76</u>	<u>Jan. 3/77</u>	<u>Oct. 1/77</u>	<u>Oct. 1/78</u>
General Increases		8%		6%	4%
Additional Adjustments		4¢ for Line Riveter			
COLA Fold-in			33¢*		
Assembler, Packer & Paint Line		\$3.22 (\$2.98)	\$3.55	\$3.74	\$3.88
Electrician		\$6.75 (\$6.25)	\$7.08	\$7.49	\$7.78

Previous rates include wage adjustments of 1¢ to 46¢ made during the term of the 1973-1976 agreement.

*Note: COLA fold-in of 33¢ per hour is excluded from current wage rates used in the calculation of new wage rates.

Cost-of-Living Allowance: 1¢ per hour for each .3 (.6) rise or fall in the Consumer Price Index, to be adjusted semi-annually. Capped at 11¢ (10¢) per contract year.

Shift Premium: Effective Oct. 1, 1976, 0-14¢-19¢ (0-13¢-18¢). Effective Sept. 2, 1977, 0-15¢-20¢. Effective Sept. 1, 1978, 0-16¢-21¢.

Paid Holidays: Effective in January 1977, one floating day is added for a total of 12 (11) days.

Health and Welfare: Life Insurance and A.D. & D. - Effective Jan. 1, 1977, \$3,000 (\$2,000) coverage.

Weekly Indemnity - Benefits of 50% of weekly earnings to a maximum of \$85 (\$75) per week, payable on a 1-4-26 (1-4-13) basis.

RETAIL TRADE

Dominion Stores Limited at Sarnia - Local 14097, Steelworkers (AFL-CIO/CLC):
A 24-month renewal agreement effective from Aug. 9, 1976 to Aug. 6, 1978, covering 240 employees, settled at the bargaining stage and ratified in November 1976. Duration of negotiations - 2½ months.

Wages: Full retroactivity on wages to Aug. 9, 1976.

Effective	<u>Nov. 22/76</u>	<u>Aug. 6/77</u>
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COLA	\$9.75 per week for full-time
Fold-in	employees; 25¢ per hour for
	part-time employees

General Increases

Full-time Employees	\$28 per week*	\$20 per week
Part-time Employees	50¢ per hour*	50¢ per hour

Weekly Rates

Clerk "A"	\$174.75-\$243.75 (\$137.00-\$206.00)	\$194.75-\$263.75
Meat Cutter	\$265.75-\$293.75 (\$228.00-\$256.00)	\$285.75-\$313.75
Meat Chief Clerk	\$285.75-\$308.50 (\$248.00-\$270.75)	\$305.75-\$328.50

The above rates apply to employees on the payroll Nov. 21, 1976. New full-time Clerk "A"s, Clerk "B"s and Store Porters and all new part-time employees commencing employment after that date will receive a prorated increase as in the settlement between Dominion Stores Limited and the Retail Clerks Union reported on page 728.

Probationary period is 30 worked days. Maximum rates for Clerk "A" reached after ten 3-month increases and for Meat Cutter and Meat Chief Clerk after four 3-month increases.

* Note: Increases are subject to approval by the Anti-Inflation Board. \$20 of the \$28 increase and 40¢ of the 50¢ increase scheduled for Nov. 22, 1976 is payable immediately.

Cost-of-Living Allowance: Same provision as in the Dominion Stores Limited settlement reported on page 728.

For details of changes in shift premium and paid vacation see the Dominion Stores Limited settlement reported on page 728.

LOCAL ADMINISTRATION

Durham Regional Board of Commissioners of Police - Durham Regional Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 295 employees, settled at the arbitration stage in November 1976. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 1/76</u>
	General Increase	10%*

	<u>Jan. 1/76</u>
Constable-4th Class	\$13,872 (\$12,611)
Constable-1st Class	\$17,172 (\$15,611)
Staff Sergeant	\$20,325 (\$18,478)
*Note: Increase is subject to approval by the Anti-Inflation Board.	

Niagara Regional Board of Commissioners of Police - Niagara Region Police Association (Ind.): A 12-month renewal agreement effective from Jan. 1, 1976 to Dec. 31, 1976, covering 510 employees, settled by arbitration in November 1976. Duration of negotiations - 13 months.

Holdback: Pending approval by the Anti-Inflation Board, $\frac{1}{2}$ of the new rates, as shown below, is being held in abeyance.

Wages:	Effective	<u>Jan. 1/76</u>
	<u>Annual Rates</u>	
	Constable, 3rd Class	\$14,500.00 (\$14,285.86)
	Constable, 1st Class	\$17,400.00 (\$15,669.22)
	Staff Inspector	\$26,566.43 (\$25,566.43)

Health and Welfare: Dental Plan (new) - Effective Jan. 1, 1977, with the employer paying 50% of the premium. The plan will include coverage for periodontal and endodontic treatments.

Anti-Inflation Board Rulings in December 1976

Employer and Union	Reference	Action
Aluminum Goods (Div. of Alcan Canada Products Ltd.), Toronto and Steelworkers	Sept. 76, p. 521	Allowed
Canadian Carborundum Co. Ltd., Niagara Falls and Steelworkers	June 76, p. 307	Disallowed
Ferranti-Packard Ltd. (St. Catharines Div.), St. Catharines and Steelworkers	Sept. 76, p. 522	Disallowed
Ford Motor Co. of Canada Ltd., Windsor, Bramalea, Oakville, Niagara and St. Thomas, and Auto Workers (hourly-rated production employees)	Nov. 76, p. 649	Allowed
Harding Carpets Ltd., Brantford and Canadian Textile and Chemical Union	Aug. 76, p. 447	Disallowed
Hawker Siddeley Canada Ltd., Orenda Div., Toronto and Machinists	Oct. 76, p. 593	Allowed
Kent County Roman Catholic Separate School Board and Ont. English Catholic Teachers Assn.	Sept. 76, p. 535	Allowed
Kraus Carpet Mills Ltd., Waterloo and Kraus Carpets Employees Assn.	Nov. 76, p. 683	Allowed
Leeds and Grenville County Board of Education and Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed.	Sept. 76, p. 536	Disallowed
Leeds and Grenville County Board of Education and Ont. Secondary School Teachers' Fed.	Sept. 76, p. 537	Disallowed
London City Corp. and London Fire Fighters Assn.	Sept. 76, p. 557	Disallowed
Mattabi Mines, Ignace and Steelworkers	July 76, p. 396	Disallowed
Metropolitan Board of Commissioners of Police, Toronto and Metropolitan Toronto Police Assn. (uniformed empls.)	Sept. 76, p. 557	Disallowed
Ralph Milrod Metal Products Ltd., Mississauga and Machinists	Apr. 76, p. 174	Disallowed
Oshawa General Hospital and CUPE	Aug. 76, p. 467	Disallowed
Ottawa-Carleton Regional Transit Commission and Amalgamated Transit Union (bus operators, etc.)	Sept. 76, p. 525	Disallowed

Anti-Inflation Board Rulings in December 1976 (Cont'd)

Employer and Union	Reference	Action
Prescott-Russell County Roman Catholic Separate School Board and Ont. English Catholic Teachers' Assn. and L'Assn. des Enseignants Franco-Ontariens	June 76, p. 324	Allowed
Reed Ltd. (Dryden Mill and Woodlands Div.), Dryden and Canadian Paperworkers and International Operating Engineers	Sept. 76, p. 516	Allowed
Scarborough Borough (Fire Dept.) and Fire Fighters	May 76, p. 260	Allowed
Scarborough Borough Public Utilities Commission (Hydro Div., Water Works Div. and Garage Div.) and Electrical Workers (IBEW)	June 76, p. 314	Disallowed
J.M. Schneider Inc., Kitchener and Schneiders Employees Assn.	Aug. 76, p. 446	Disallowed
Sklar Furniture Ltd. (Peppler Div.), Hanover and Woodworkers	Aug. 76, p. 452	Disallowed
Slater Steel Industries Ltd., Slater Products Div., Hamilton and Steelworkers	Apr. 76, p. 177	Disallowed
Stormont, Dundas and Glengarry County Board of Education and Ont. Secondary School Teachers' Fed. and L'Assn. des Enseignants Franco-Ontariens	Oct. 76, p. 610	Disallowed
Toronto City and Fire Fighters	July 76, p. 417	Disallowed
Toronto General Hospital and 35 other hospitals in Ontario and Ontario Public Service Employees Union (paramedic staff)	June 76, p. 332	Disallowed
Toronto Transit Commission and Amalgamated Transit Union	Aug. 76, p. 463	Disallowed
Union Carbide Canada Ltd. (Carbon Products-Metals), Welland and Electrical Workers (UE)	May 76, p. 233	Disallowed
Victoria Hospital, London and Office Employees	June 76, p. 334	Allowed
Victoria Hospital and 13 other hospitals, London and area and Service Employees	Sept. 76, p. 551	Disallowed
Windsor Western Hospital Centre Inc. and Service Employees	Aug. 76, p. 473	Disallowed

Note: Actions refer to settlements covering 200 or more employees previously published in the monthly Settlements Report. This list includes only those rulings which have come to the attention of the Ministry of Labour, and it may be incomplete.

Negotiations in Progress during December 1976 covering 200 or more Employees

Employer and Location	Union	No. of Empls	Neg'n Stage*
Allied Chemical Canada Ltd., Amherstburg	Auto Workers (CLC)	500	PCB
American Motors (Canada), Ltd., Brampton	Auto Workers (CLC)	1,175	PCB
Amoco Canada, Patchogue Ply- mouth-Hawkesbury Mills Div., Hawkesbury	Woodworkers (AFL-CIO/CLC)	350	B
Anchor Cap and Closure Corp. of Canada Ltd., Toronto and Plasticap Ltd., Richmond Hill	Electrical Workers (UE)(CLC)	350	CO
Atomic Energy of Canada Ltd., Power Projects, Mississauga	Society of Professional Engineers (Ind.)	340	B
Baycrest, Sunnybrook, Toronto East General and Wellesley Hospitals, Toronto	Service Employees (AFL-CIO/CLC) (office empls.)	810	B
Belleville General Hospital	Ont. Nurses Assn. (Ind.)	276	B
Bendix Home Systems Ltd., Hensall	Carpenters (AFL-CIO/CLC)	320	B
Brant County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	389	PMB
Joseph Brant Memorial Hospital, Burlington	Ont. Nurses Assn. (Ind.)	322	CO
Brewers' Warehousing Company Ltd., province-wide	Canadian Brewery Workers Union (CLC)	1,400	B
Canada Machinery Corp., Cambridge	Steelworkers (AFL-CIO/CLC)	222	CO
Canada Packers Ltd., Acton	Foodworkers (AFL-CIO/CLC)	360	B
Canadian Admiral Corp. Ltd., Port Credit	Electrical Workers (IUE) (AFL-CIO/CLC)	800	B
Canadian General Electric Co. Ltd., Barrie, Burlington, Caledonia, Guelph, Peter- borough, Toronto and Trenton	Electrical Workers (UE) (CLC)	6,400	B
Canadian General Tower Ltd., Cambridge	Rubber Workers (AFL-CIO/CLC)	350	B
Canadian National Institute for the Blind, province-wide	Service Employees (AFL-CIO/CLC)	575	CO
Canadian Ohio Brass Co. Ltd., Niagara Falls	Chemical Workers (AFL-CIO/CLC)	250	B
Canron Ltd., Eastern Struc- tural Div., Toronto	Canadian Workers Union (Ind.)	315	MED

*See page 769 for definition of codes.

Negotiations in Progress during December 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Carleton Roman Catholic School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco- ontariens (OTF)	620	B
Carling O'Keefe Ltd. and Carling O'Keefe Transport, Etobicoke, Toronto and Waterloo	Cdn. Brewery Workers Union (CLC) (production and transport empls.)	610	B
Champion Spark Plug Co. of Canada, Windsor	Auto Workers (CLC)	353	PCB
Cochrane Enterprises Ltd., Cochrane	Carpenters (AFL-CIO/CLC)	324	CO
Continental Can Co. of Canada Ltd., Toronto	Printing and Graphic Communications (AFL-CIO/CLC)	300	CO
Corporate Foods Ltd., Dempster's Bread Div., Toronto	Teamsters (Ind.)	345	B
Council of Printing Industries of Canada, Toronto	Graphic Arts Inter. Union (AFL-CIO/CLC)	800	CO
Dashwood Industries Ltd., Centralia	Carpenters (AFL-CIO/CLC)	230	CO
Dobbie Industries Ltd., Worsted and Handknit Div., Cambridge	Clothing and Textile Workers Union (AFL-CIO/CLC)	350	B
Dominion Dairies Ltd., Toronto	Teamsters (Ind.)	385	B
Domtar Woodlands Ltd., Nipigon and Sapawe	Carpenters (AFL-CIO/CLC)	250	PCB
Dorr-Oliver-Long Ltd., Orillia	Steelworkers (AFL-CIO/CLC)	425	PCB
Dow Chemical of Canada, Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	805	B
Dryden Paper Co. Ltd., Woods Operations, Dryden	Carpenters (AFL-CIO/CLC)	250	CO
Dufferin-Peel Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco- ontariens (OTF)	850	MED
Durham Region Roman Catholic Separate School Board	Teachers Federations	365	MED
Durham Regional Municipality, Works Dept.	CUPE (CLC) (outside empls.)	250	B
Eddy Forest Products Ltd., Woods Operations, Espanola	Carpenters (AFL-CIO/CLC)	400	CO
Essex County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	525	B
Etobicoke Borough	CUPE (CLC) (outside empls.)	660	B
Etobicoke Borough Board of Education	CUPE (CLC) (caretakers, matrons, maintenance, etc. empls.)	515	B

Negotiations in Progress during December 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Fabricated Steel Products (Windsor) Ltd., Windsor	Auto Workers (CLC)	330	B
Federal Pioneer Ltd., Bramalea	Electrical Workers (IUE) (AFL-CIO/CLC)	212	CO
Fiberglas Canada, Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	595	B
Firestone Canada Ltd., Hamilton	Rubber Workers (AFL-CIO/CLC)	1,300	B
Foster Wheeler Ltd., St. Catharines	Steelworkers (AFL-CIO/CLC)	425	B
Foxhead Inn Ltd., Sheraton Brock Hotel and Sheraton Foxhead Inn, Niagara Falls	Hotel Employees (AFL-CIO/CLC)	350	B
Frontenac County Board of Education	CUPE (CLC) (service and maintenance empls.)	240	B
Glendale Spinning Mills, Hamilton	Clothing and Textile Workers Union (AFL-CIO/CLC)	275	B
Goodyear Canada Inc., New Toronto	Rubber Workers (AFL-CIO/CLC)	1,530	B
Goodyear Canada Inc., Factory and Reclaim Plant, Bowmanville	Rubber Workers (AFL-CIO/CLC)	240	B
Greater Niagara General Hospital, Niagara Falls	Ont. Nurses' Assn. (Ind.)	200	CO
Gulf Oil Canada Ltd., Mississauga	Oil Workers (AFL-CIO/CLC)	350	B
Hamilton City Hydro-Electric Commission	Electrical Workers (IBEW) (AFL-CIO/CLC)	300	B
Hamilton Civic Hospitals	Ont. Nurses' Assn. (Ind.) (nurses, full and part-time)	735	B
Hamilton-Wentworth Regional Board of Commissioners of Police, Hamilton	Hamilton-Wentworth Police Assn. (Ind.)	625	B
Hamilton-Wentworth Regional Municipality	CUPE (CLC) (inside empls.)	275	B
Hand Assn. of Road, Sewer and Watermain Contractors, Hamilton	Labourers (AFL-CIO/CLC)	500	B
Hendrie and Co. Ltd., province-wide	Railway, Transport and General Workers (CLC)	300	B
Hilroy Envelopes and Stationery Ltd., Toronto	Canadian Paperworkers (CLC)	210	B
Hotel Dieu Hospital, St. Catharines	Ont. Nurses' Assn. (Ind.)	200	CO
Howden Parsons Ltd., Toronto	Boilermakers (AFL-CIO/CLC)	285	B
Inglis Ltd., Stoney Creek	Auto Workers (CLC)	680	WS

Negotiations in Progress during December 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
ITT Canada Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	229	B
Johnson, Matthey and Mallory Ltd., Toronto	CLC-Chartered Local	230	B
Kingston City Corp. (including Rideaucrest Home for the Aged)	CUPE (CLC) (office, clerical, technical, maintenance and service empls.)	335	B
Kingston General Hospital	Ont. Nurses' Assn. (Ind.)	450	CO
Kingston Spinners Ltd.	Clothing and Textile Workers Union (AFL-CIO/CLC)	350	B
Labatt's Ontario Breweries, London	CLC-Chartered Local	500	B
Lakehead Terminal Elevators (various companies), Thunder Bay**	Railway Clerks (AFL-CIO/CLC)	1,500	B
Lancia-Bravo Foods, Toronto	Foodworkers (AFL-CIO/CLC)	252	B
Levesque Plywood Ltd., Hearst	Carpenters (AFL-CIO/CLC)	300	B
Libby, McNeill and Libby of Canada Ltd., Chatham	Auto Workers (CLC)	220	WS
Lincoln County Board of Education	CUPE (CLC) (maintenance empls.)	205	B
Lincoln County Board of Education	CUPE (CLC) (office, clerical and technical empls.)	221	B
Linen Supply Industry Employers' Council, Toronto	Laundry Workers (CLC)	1,200	CO
London City	CUPE (CLC) (office, clerical and technical empls.)	325	B
London City	CUPE (CLC) (outside empls.)	515	CO
London City Public Utilities Commission	CUPE (CLC) (office, technical, service and maintenance empls.)	345	B
McCormick's Ltd., London	Millers (AFL-CIO/CLC)	820	B
McGraw-Edison of Canada Ltd., Major Appliance Div., Cambridge	Electrical Workers (IUE) (AFL-CIO/CLC)	500	B
McMaster University, Grounds and Buildings, Hamilton	Service Employees (AFL-CIO/CLC)	278	CO
Metropolitan Board of Commissioners of Police, Toronto	Metro. Toronto Police Assn. (Ind.) (office, garage and parking control officers, etc.)	1,300	CO
Metropolitan Board of Commissioners of Police, Toronto	Metro. Toronto Police Assn. (Ind.) (policemen)	5,300	CO
Metropolitan Toronto Library Board	CUPE (CLC) (office and clerical empls.)	218	B
Millhaven Fibres Ltd., Millhaven	Oil Workers (AFL-CIO/CLC)	940	B

** Federal jurisdiction

Negotiations in Progress during December 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Modern Building Cleaning Ltd., a Div. of Dustbane Enterprises, Toronto	Service Employees (AFL-CIO/CLC)	350	B
Molson's Brewery (Ontario) Ltd., and W. J. Hyatt Transport, Toronto	Cdn. Brewery Workers Union (CLC)	625	B
Mount Sinai Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	290	PCB
National Research Council of Canada, Ottawa	Research Council Employees Assn. (Ind.) (clerical empls.)	324	B
Neilson, William, Ltd., Toronto	Foodworkers (AFL-CIO/CLC)	850	CO
Nestle (Canada) Ltd., Chester- ville	Retail Wholesale Employees (AFL- CIO/CLC)	298	B
Niagara Falls City Corp.	CUPE (CLC) (clerical, service and maintenance empls.)	300	B
Niagara Regional Municipality (Homes for the Aged), St. Catharines and other centres	CUPE (CLC) (non-medical empls.)	530	ARB
Norfolk County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	244	MED
Northern Telephone Ltd., province-wide**	Communication Workers (CLC)	225	CB
Northumberland and Newcastle Board of Education, Cobourg	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	610	MED
Northwestern General Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	200	B
North York Borough	CUPE (CLC) (inside empls.)	510	B
North York Borough	CUPE (CLC) (outside empls.)	710	B
North York Borough	Fire Fighters (AFL-CIO/CLC)	555	B
North York General Hospital, Willowdale	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	515	CO
Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide	Ont. Public Service Empls. Union (OPSEU) (academic staff, librarians and counsellors)	5,450	B
Ontario Government (Employee Benefits)	OPSEU (classified public servants)	52,000	B
Ontario Government (Working Conditions)	OPSEU (classified public servants)	52,000	B
Ontario Housing Corp., Toronto	CUPE (CLC) (maintenance empls.)	670	B
Ontario Housing Corp., province- wide	CUPE (CLC) (office and maintenance empls.)	800	B

** Federal jurisdiction

Negotiations in Progress during December 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Ontario Hydro, province-wide	CUPE (CLC) (hydro empls.)	13,320	B
Ontario Malleable Iron Co. Ltd., Oshawa	Steelworkers (AFL-CIO/CLC)	200	WS
Oshawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	419	CO
Ottawa Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco- ontariens (OTF)	1,630	B
Ottawa Board of Education	Ottawa Board of Education Empls. Assn. (Ind.) (maintenance, service and plant operations empls.)	900	B
Ottawa-Carleton Regional Tran- sit Commission, Ottawa**	Transit Union (AFL-CIO/CLC) (bus operators, etc.)	1,300	B
Ottawa City	Fire Fighters (AFL-CIO/CLC)	500	B
Ottawa City	Ottawa Police Assn. (Ind.)	680	B
Ottawa City and Regional Munici- pality of Ottawa-Carleton	CUPE (CLC) (civic empls.)	3,090	B
Ottawa Civic Hospital	Ont. Nurses' Assn. (Ind.)	870	B
Ottawa General Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	367	CO
Ottawa Roman Catholic School Board	Cdn. Merchandising Employees Union (maintenance empls. and custodians)	250	B
Ottawa Roman Catholic School Board	Ont. English Catholic Teachers' Assn. and Assn. des enseignants franco- ontariens (OTF)	1,515	MED
Peel County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	1,650	MED
Peel Memorial Hospital, Brampton	Ont. Nurses' Assn. (Ind.)	385	B
Peel Regional Board of Com- missioners of Police	Peel Regional Police Assn. (Ind.)	570	B
Perth County Board of Education	Teachers Federations	370	B
Peterborough Civic Hospital	CUPE (CLC)	340	B
Peterborough Civic Hospital	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	342	B
Philco-Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	500	CO
Polysar Ltd., Sarnia	Oil Workers (AFL-CIO/CLC)	1,530	B
Prestolite of Eltra of Canada Ltd., Point Edward, Maple and Toronto	Auto Workers (CLC) (production and office empls.)	740	B

** Federal jurisdiction

Negotiations in Progress during December 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Provincial Schools Authority, province-wide	Fed. of Provincial Schools Authority Teachers (Ind.)	710	MED
Queen's University, Kingston	CLC-Chartered Local (maintenance and service empls. and stationary engineers)	350	B
Rheem Canada Ltd., Hamilton	Steelworkers (AFL-CIO/CLC)	265	CO
Riverside Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	253	CO
Robson-Lang Leathers Ltd., Barrie, Cobourg, Kitchener and Oshawa	Foodworkers (AFL-CIO/CLC)	500	B
Rockwell International of Canada Ltd., Chatham, Oshawa and Milton	Auto Workers (CLC) (hourly-rated empls.)	650	B
Rowntree Mackintosh Canada Ltd., Toronto	Retail, Wholesale Employees (AFL-CIO/CLC)	755	B
Royal Victoria Hospital of Barrie, Inc.	Ont. Nurses' Assn. (Ind.)	234	CO
St. Catharines City Corp., Arena, City Hall, Parks and Recreation and Works Depts.	CUPE (CLC) (equipment operators, maintenance and service empls.)	200	B
St. Catharines General Hospital	Ont. Nurses' Assn. (Ind.)	360	B
St. Joseph Religious Hospital-tallers of Hotel Dieu, Windsor	Ont. Nurses' Assn. (Ind.)	275	B
St. Joseph's Hospital, Hamilton	Ont. Nurses' Assn. (Ind.)	685	B
St. Joseph's Hospital, London	Ont. Nurses' Assn. (Ind.)	300	CO
St. Joseph's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	385	CO
St. Michael's Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	510	CO
St. Vincent Hospital, Ottawa	Int. Operating Engineers (AFL-CIO/CLC)	475	B
Salvation Army Grace Hospital, Ottawa	Ont. Nurses' Assn. (Ind.)	225	CO
Salvation Army Grace Hospital, Windsor	Ont. Nurses' Assn. (Ind.)	280	CO
Scarborough Borough	CUPE (CLC) (outside empls.)	620	B
Scarborough Borough Board of Education	CUPE (CLC) (operations and maintenance empls.)	705	B
Scarborough Centenary Hospital Assn.	Ont. Nurses' Assn. (Ind.)	324	CO
Scarborough General Hospital	Ont. Nurses' Assn. (Ind.)	615	B
Simcoe County Board of Education	CUPE (CLC) (maintenance and service empls. and bus drivers)	325	CO

Negotiations in Progress during December 1976 covering 200 or more Employees (Continued)

Employer and Location	Union	No. of Empls	Neg'n Stage
Simcoe County Board of Education	OPSEU (office, clerical and technical empls.)	217	B
SKF Manufacturing of Canada Ltd., Scarborough	Machinists (AFL-CIO/CLC)	400	B
Standard-Modern Tool Co. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	200	CO
Steinberg's Ltd., Miracle Mart Div., eastern Ontario	Retail Clerks (AFL-CIO/CLC)	250	B
Stormont, Dundas and Glengarry County Board of Education	Ont. Secondary School Teachers' Fed. and Assn. des enseignants franco- ontariens (OTF)	525	B
Stormont, Dundas and Glengarry County Board of Education	Teachers Federations	380	B
Sunnybrook Hospital, Toronto	Ont. Nurses' Assn. (Ind.)	505	CO
Texaco Canada Ltd., Port Credit	Oil Workers (AFL-CIO/CLC)	200	B
J.E. Thomas Specialties Ltd., Lindsay	Rubber Workers (AFL-CIO/CLC)	386	B
Toronto Board of Education	CUPE (CLC) (caretakers and mainte- nance empls.)	640	B
Toronto City	Fire Fighters (AFL-CIO/CLC)	1,300	B
Toronto City and Metropolitan Toronto	CUPE (CLC) (inside and outside empls.)	9,905	B
Toronto Commercial Film Producers Assn.	Moving Picture Machine Operators (AFL-CIO/CLC)	250	B
Toronto Construction Assn.	Iron Workers (AFL-CIO/CLC)	500	B
Toronto Construction Assn. (General Contractors Section)	Plasterers (AFL-CIO/CLC)	500	CO
Toronto East General & Orthopaedic Hospital, Inc.	Ont. Nurses' Assn. (Ind.) (full and part-time empls.)	550	PCB
Toronto General Hospital	Ont. Nurses' Assn. (Ind.)	840	B
Toronto General and other hospitals, Toronto and other centres	OPSEU (paramedical empls.)	2,800	B
Toronto Hotel Assn.	Hotel Employees (AFL-CIO/CLC)	800	B
Toronto Hydro Electric System	CUPE (CLC) (clerical and technical empls.)	500	B
Toronto Hydro Electric System	CUPE (CLC) (hourly-rated empls.)	500	B
Toronto Star Ltd.	Various unions	391	B
Toronto Western Hospital	Ont. Nurses' Assn. (Ind.)	585	B

Negotiations in Progress during December 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Trane Co. of Canada Ltd., Toronto	Electrical Workers (UE) (CLC)	200	B
University of Windsor	Service Employees (AFL-CIO/CLC) (office and clerical empls.)	350	CO
Victoria Hospital, London	Ont. Nurses' Assn. (Ind.) (full-time empls.)	470	B
Weldwood of Canada Ltd., Longlac Plywood Div., Longlac	Carpenters (AFL-CIO/CLC)	360	WS
Wellington County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	700	MED
Weston Bakeries Ltd., Dupont St. Plant, Toronto	Teamsters (Ind.)	325	CO
Windsor Board of Education	CUPE (CLC) (caretakers, maintenance empls. and bus drivers)	310	B
Windsor Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	805	B
Windsor City	CUPE (CLC) (inside empls.)	530	B
Windsor City	Fire Fighters (AFL-CIO/CLC)	284	B
Windsor City (Public Works and Parks and Recreation Depts.)	CUPE (CLC) (service and maintenance empls.)	400	B
Windsor Metropolitan General Hospital	Ont. Nurses' Assn. (Ind.)	250	B
Workmen's Compensation Board, province-wide	CUPE (CLC) (rehabilitation workers, clerks, registered nurses, etc.)	1,200	MED
York Borough Board of Education	CUPE (CLC) (caretakers, maintenance and stockroom empls.)	235	B
York University, Toronto	CUPE (CLC) (service and maintenance empls.)	235	B
Zehr's Markets Ltd., Guelph	Diamond Z Assn. (Ind.)	288	B
<u>More Than One Province</u>			
Air Canada, system-wide**	Air Line Pilots (Ind.)	1,515	B
Bell Canada, Quebec and Ontario**	Communications Union Canada (Ind.) (traffic operators and dining service empls.)	7,975	B
Bell Canada, Newfoundland, Quebec, Ontario and North- west Territories**	Communications Workers of Canada (CLC) (craft and service empls.)	13,000	CB
CP Air, system-wide**	Air Line Pilots (Ind.)	600	B

** Federal jurisdiction.

Negotiations in Progress during December 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
CP Air, system-wide**	Railway Clerks (AFL-CIO/CLC)	1,300	B
Canadian General Electric Company Ltd., Montreal and St. Andre, Que., and Cobourg, Oakville, Peterborough and Toronto, Ont.	Electrical Workers (IUE) (AFL-CIO/CLC) (hourly-rated and salaried empls.)	3,470	B
Council of Printing Industries of Canada, Hamilton, London, Ottawa and Toronto, Ont. and Montreal, Que.	Graphic Arts Inter. Union (AFL-CIO/CLC) (lithography empls.)	1,780	B
Government of Canada (Treasury Board)**	Air Traffic Employees (Ind.)	2,165	CO
Government of Canada (Treasury Board)**	Merchant Service Guild (CLC) (ships' officers)	1,215	B
Government of Canada (Treasury Board)**	Professional Institute of the Public Service of Canada (PIPS) (Ind.) (biological sciences group)	760	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (commerce group)	1,410	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (engineering and land survey group)	2,145	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (nursing group)	1,905	B
Government of Canada (Treasury Board)**	PIPS (Ind.) (scientific research group)	2,025	ARB
Government of Canada (Treasury Board)**	PIPS (Ind.) (translation group)	1,065	CB
Government of Canada (Treasury Board)**	Public Service Alliance of Canada (PSAC) (CLC) (administrative services group)	4,240	B
Government of Canada (Treasury Board)**	PSAC (CLC) (auditing group)	2,455	B
Government of Canada (Treasury Board)**	PSAC (CLC) (clerical and regulatory group)	46,405	B
Government of Canada (Treasury Board)**	PSAC (CLC) (communications group)	860	B
Government of Canada (Treasury Board)**	PSAC (CLC) (correctional group, supervisory and non-supervisory)	3,735	B
Government of Canada (Treasury Board)**	PSAC (CLC) (data processing group)	2,845	B
Government of Canada (Treasury Board)**	PSAC (CLC) (drafting and illustration group)	2,060	B

** Federal jurisdiction

Negotiations in Progress during December 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
Government of Canada (Treasury Board)**	PSAC (CLC) (education group)	3,495	B
Government of Canada (Treasury Board)**	PSAC (CLC) (engineering and scientific support group)	7,520	B
Government of Canada (Treasury Board)**	PSAC (CLC) (financial administration group)	1,385	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general labour and trades group, supervisory and non-supervisory)	18,925	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general services group, supervisory and non-supervisory)	13,680	B
Government of Canada (Treasury Board)**	PSAC (CLC) (general technical group)	1,565	B
Government of Canada (Treasury Board)**	PSAC (CLC) (hospital services group, supervisory and non-supervisory)	4,165	B
Government of Canada (Treasury Board)**	PSAC (CLC) (information services group)	815	B
Government of Canada (Treasury Board)**	PSAC (CLC) (lightkeepers, supervisory and non-supervisory)	540	B
Government of Canada (Treasury Board)**	PSAC (CLC) (office equipment operations group)	685	B
Government of Canada (Treasury Board)**	PSAC (CLC) (primary products inspection group)	2,630	B
Government of Canada (Treasury Board)**	PSAC (CLC) (programme administration group)	20,715	B
Government of Canada (Treasury Board)**	PSAC (CLC) (purchasing and supply group)	1,255	B
Government of Canada (Treasury Board)**	PSAC (CLC) (ships' crews, supervisory and non-supervisory)	2,995	B
Government of Canada (Treasury Board)**	PSAC (CLC) (social science support group)	1,465	B
Government of Canada (Treasury Board)**	PSAC (CLC) (technical inspection group)	1,195	B
Government of Canada (Treasury Board)**	PSAC (CLC) (welfare programme group)	1,565	B
Royal Canadian Mint, Hull, Que., Ottawa, Ont. and Winnipeg, Man.**	PSAC (CLC) (production and office empls.)	725	B
Steinberg's Ltd., Ottawa & other centres, Ont. and Hull & Gatineau, Que.	Retail Clerks (AFL-CIO/CLC)	1,165	B

** Federal jurisdiction

Negotiations in Progress during December 1976 covering 200 or more Employees (Cont'd)

Employer and Location	Union	No. of Empls	Neg'n Stage
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Definitions of Codes for Negotiation Stages

B - Direct Bargaining
CO - Conciliation
CB - Conciliation Board
MED - Mediation
PCB - Post Conciliation Bargaining
ARB - Arbitration
WS - Work Stoppage
B/WS - Bargaining After a Work Stoppage
F - Fact Finder
PMB - Post Mediation Bargaining
PFB - Post Fact Finder Bargaining
(R) - (R) - Following the stage of negotiations indicates that the existing contract has been reopened for negotiations.

Collective Bargaining Agreements Covering 200 or More
Ontario Employees Expiring in January 1977

Employer and Location	Union	No. of Empls
Canada Packers, Beardmore Div., Acton	Foodworkers (AFL-CIO/CLC)	360
Canadian Ohio Brass Co., Niagara Falls	Chemical Workers (AFL-CIO/CLC)	250
Champion Spark Plug Co. of Canada, Windsor	Auto Workers (CLC)	353
Clarke, A.R. & Co., Toronto	Foodworkers (AFL-CIO/CLC)	380
Consumers Gas Co., Intercity (office empls.)	Chemical Workers (AFL-CIO/CLC)	524
Fiberglas Canada, Sarnia	Oil Workers (AFL-CIO/CLC)	595
Gulf Oil Canada, Clarkson Refinery, Mississauga	Oil Workers (AFL-CIO/CLC)	350
Hamilton City Corp.(maint. & service empls.)	CUPE (CLC)	568
Hamilton City Corp.(office, cler. & tech. empls.)	CUPE (CLC)	378
Hamilton-Wentworth Regional Municipality, Hamilton-Wentworth	CUPE (CLC) (outside empls.)	218
Hamilton-Wentworth Regional Municipality, Hamilton-Wentworth	CUPE (CLC) (inside empls.)	275
Howden Parsons, Toronto	Boilermakers (AFL-CIO/CLC)	285
Institute of Canadian Advertising, Province-wide	TV and Radio Artists (CLC)	2,200
Lancia-Bravo Foods, Toronto	Foodworkers (AFL-CIO/CLC)	252
Millhaven Fibres, Millhaven Works, Ernestown Twp.	Oil Workers (AFL-CIO/CLC)	940
Nestle Canada, Chesterville	Retail Wholesale Empls. (AFL-CIO/CLC)	298
Ottawa Board of Education, Ottawa	Independent Local Union	900
Philips Electronics Inds., Strathroy	Christian Labour Assn. (Ind.)	329
St. Marys of the Lake Hosp., Kingston	Independent Local Union	200
Shell Canada, Sarnia Refinery, Corunna	Oil Workers (AFL-CIO/CLC)	200
Steinbergs' Ltd., Miracle Mart Div., Eastern Ontario	Retail Clerks (AFL-CIO/CLC)	250
Texaco Canada, Refining Dept., Port Credit	Oil Workers (AFL-CIO/CLC)	200
Toronto Hydro-Electric System	CUPE (CLC) (clerical & tech- nical empls.)	500
Toronto Hydro-Electric System	CUPE (CLC) (hourly-rated empls.)	500
Trane Co. of Canada, Toronto	Electrical Workers (UE)(CLC)	200
Treasury Board of Canada, Data Processing Group, Province-wide	Public Service Alliance (CLC)	1,820
Treasury Board of Canada, General Labour, Non-Supv., Province-wide	Public Service Alliance (CLC)	5,027
Treasury Board of Canada, Labour, Supervisory Group, Province-wide	Public Service Alliance (CLC)	628
Windsor City Board of Educ., Elementary	Teachers Federations	805
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LABOUR CANADA
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS *in*

CUMULATIVE INDEX

JANUARY TO JUNE 1976



Prepared Jointly by Labour Canada and the Ontario Ministry of Labour



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January to June 1976

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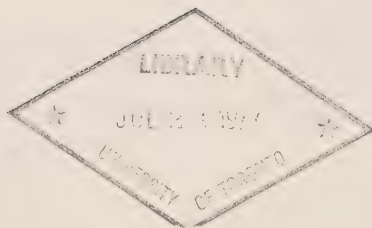
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TORONTO

CUMULATIVE INDEX

COLLECTIVE BARGAINING SETTLEMENTS
AND NEGOTIATIONS IN ONTARIO
JULY TO DECEMBER 1976



Prepared jointly by Labour Canada and the Ontario
Ministry of Labour

C U M U L A T I V E I N D E X

July to December 1976

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Humpty Dumpty Foods Ltd. (Humpty Dumpty Potato Chips Division), Rexdale	Retail, Wholesale and Depart- ment Store Union (AFL-CIO/ CLC)	Aug.	447
J.M. Schneider Inc., Kitchener	Schneider Employees' Assn. (National Council of Canadian Labour)	Aug.	446
Silverwood Dairies (Div. of Silver- wood Industries Limited), Toronto	Canadian Union of Operating Engineers (CCU)	Sept.	515
Swift Canadian Co. Ltd., Moncton, N.B.; Toronto, Ont.; St. Boniface, Man.; Edmonton and Lethbridge, Alta.; and Richmond, B.C.	Canadian Food and Allied Workers (AFL-CIO/CLC)	July	378
TOBACCO PRODUCTS			
Benson & Hedges (Canada) Ltd., Brampton	Tobacco Workers (AFL-CIO/CLC)	July	381
Imperial Tobacco Ltd./Ltee. (Div. of Imasco Ltd.), Guelph	Tobacco Workers (AFL-CIO/CLC) (plant and office employees)	Nov.	641
RUBBER			
Goodyear Canada Inc., Collingwood	Rubber Workers (AFL-CIO/CLC)	Dec.	714
Rubbermaid (Canada) Ltd., Mississauga	Auto Workers (CLC)	July	382
LEATHER			
Bata Footwear, Div. of Bata Industries Ltd., Batawa, Campbellford and Picton	Boot and Shoe Workers' Union (AFL-CIO/CLC)	Oct.	588

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LEATHER (Cont'd)

Star Slipper Co. Ltd. and Valenti Shoe Ltd., Toronto	Fur and Leather Workers (AFL-CIO/CLC)	Nov.	6
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TEXTILE

Courtaulds (Canada) Ltd. and Caravelle Carpets Ltd., Cornwall	Clothing and Textile Workers' Union (AFL-CIO/CLC)	July	3
Harding Carpets Ltd., Brantford	Canadian Textile and Chemical Union (Ind.)	Aug.	4
Kraus Carpet Mills Limited, Waterloo	Kraus Carpets Employees Assn. (Ind.)	Nov.	6

KNITTING MILLS

National Knitting Mills Co. Ltd., Toronto	Clothing and Textile Workers' Union (AFL-CIO/CLC)	Aug.	4
Penmans, Division of Domil Industries Ltd., Brantford and Paris	Clothing and Textile Workers' Union	Aug.	4
Puretex Knitting Co. Ltd., Toronto	Canadian Textile and Chemical Union (Ind.)	Nov.	6

CLOTHING

Associated Clothing Manufacturers of the Province of Quebec Inc. and Montreal Clothing Contractors Association Inc., Montreal and district, Quebec; and Men's Clothing Manufacturers Association of Ontario, Toronto and Hamilton, Ontario	Clothing and Textile Workers' Union (AFL-CIO/CLC)	Dec.	7
Toronto Cloak Manufacturers' Association	International Ladies' Garment Workers' Union (AFL-CIO/CLC)	Aug.	4

WOOD

Canada Veneers Ltd., Pembroke	Carpenters (AFL-CIO/CLC)	Sept.	5
Eddy Forest Products Ltd. (Wood Products Division), Nairn	Carpenters (AFL-CIO/CLC)	July	3
Gillies Bros. & Co. Ltd., Braeside	Woodworkers (AFL-CIO/CLC)	July	3
Livingston Industries Ltd., Tillsonburg and Hagersville	Woodworkers (AFL-CIO/CLC)	Nov.	6
Northern Wood Preservers Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC)	Aug.	4

FURNITURE AND FIXTURE

Knechtel Furniture Ltd., Hanover	Woodworkers (AFL-CIO/CLC)	Aug.	4
Sklar Furniture Ltd. (Meridian and Chair Divisions), Toronto	Steelworkers (AFL-CIO/CLC)	Aug.	4

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Storwal International Ltd., Pembroke	Steelworkers (AFL-CIO/CLC)	Oct.	619
Toronto Spring Manufacturers	Steelworkers (AFL-CIO/CLC)	Aug.	480
PAPER AND ALLIED			
Abitibi Paper Company Ltd. (Abitibi Containers Division), Pembroke	Woodworkers (AFL-CIO/CLC)	Sept.	518
American Can of Canada Ltd., Brampton	Printing and Graphic Commun- ications Union (AFL-CIO/CLC)	Dec.	716
CIP Containers Ltd., Pointe-aux- Trembles, Que.; and Burlington, Markham, Rexdale and London, Ont.	Canadian Paperworkers' Union (CLC) and International Chem- ical Workers' Union (AFL-CIO/CLC)	Aug.	452
Consolidated-Bathurst Packaging Ltd., Etobicoke, Hamilton, St. Thomas and Whitby	Woodworkers (AFL-CIO/CLC)	Sept.	564
D.R.G. Packaging Ltd. (formerly, E.S.&A. Robinson Canada Ltd.), Leaside	Printing and Graphic Commun- ications Union (AFL-CIO/CLC)	Oct.	588
Nashua Canada Limited, Peterborough	Printing Specialties and Paper Products Union (AFL-CIO/CLC)	July	385
Reed Ltd. (Dryden Mill and Woodlands Division), Dryden	Canadian Paperworkers' Union (CLC) and International Union of Operating Engineers(AFL- CIO/CLC)	Sept.	516
Reed Packaging (Corrugated Div.), Toronto	Printing Specialties and Paper Products Union (AFL-CIO/CLC)	Sept.	519
PRINTING, PUBLISHING AND ALLIED			
Carlton Cards Ltd., Toronto	Independent Greeting Card Workers' Union of Canada(Ind.)	Sept.	561
The Ottawa Citizen, a Div. of Southam Press, Ottawa	Newspaper Guild (AFL-CIO/CLC), Printing and Graphic Commun- ications Union (AFL-CIO/CLC), International Mailers' Union (Ind.) and Typographical Union (AFL-CIO/CLC)	Dec.	716
PRIMARY METAL			
Benn Iron Foundry Ltd., Wallaceburg	Auto Workers (CLC)	Oct.	589
Eldorado Nuclear Ltd., Port Hope	Steelworkers (AFL-CIO/CLC)	Nov.	644
Indalex Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	Nov.	644

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Aluminum Goods (Div. of Alcan Canada Products Ltd.), Toronto	Steelworkers (AFL-CIO/CLC)	Sept.	52
Babcock & Wilcox Canada Ltd., Cambridge	Steelworkers (AFL-CIO/CLC)	Sept.	51
Crane Canada Ltd., Brantford	Steelworkers (AFL-CIO/CLC)	Dec.	71
Otaco Limited, Orillia	Steelworkers (AFL-CIO/CLC)	July	38
Procor Limited, Oakville	Boilermakers (AFL-CIO/CLC)	Sept.	52
P. L. Robertson Manufacturing (Division of Procor Ltd.), Milton	Steelworkers (AFL-CIO/CLC)	Oct.	59
Sidbec - Dosco Ltd., Contrecoeur, LaSalle and Montreal, Que.; and Etobicoke, Ont.	Steelworkers (AFL-CIO/CLC)	Oct.	59
Sterling Packaging Products Ltd., Scarborough	Printing and Graphic Communications Union (AFL-CIO/CLC)	July	41
Westeel Rosco Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	July	38
Winchester-Western (Canada) Ltd., Cobourg	Machinists (AFL-CIO/CLC)	Dec.	75

MACHINERY

Wabco Limited, Stoney Creek	Electrical Workers (UE) (CLC)	July	38
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TRANSPORTATION EQUIPMENT

Canadian Trailmobile Ltd. (Factory and Service Branch), Brantford	Auto Workers (CLC)	Aug.	45
Chrysler Canada Ltd., Windsor, Ajax and Etobicoke	Auto Workers (CLC) (hourly-rated production employees)	Nov.	64
Chrysler Canada Ltd., Windsor, Ajax, and Etobicoke	Auto Workers (CLC) (office and technical employees)	Nov.	64
Dayton-Walther Co. Ltd., Guelph	Steelworkers (AFL-CIO/CLC)	Dec.	74
Fleet Industries, Div. of Ronyx Corp. Ltd., Fort Erie	Machinists (AFL-CIO/CLC)	Oct.	59
Ford Motor Co. of Canada Ltd., Windsor, Bramalea, Oakville, Niagara and St. Thomas	Auto Workers (CLC) (hourly-rated production employees)	Nov.	64
Ford Motor Co. of Canada Ltd. Bramalea and Windsor	Auto Workers (CLC) (office, clerical and technical empls.)	Nov.	65
Fruehauf Trailer of Canada Ltd., Manufacturing Plant and Factory Service Branch, Mississauga	Auto Workers (CLC)	Nov.	65
General Motors of Canada Ltd., Oshawa, London, Windsor, St. Catharines, Scarborough and Woodstock, Ont and St. Laurent and Boisbriand, Que.	Auto Workers (CLC) (production employees)	Dec.	71
Gidon Industries Inc., Toronto	Steelworkers (AFL-CIO/CLC)	Dec.	72
Glendale Corporation, Strathroy	Machinists (AFL-CIO/CLC)	Sept.	56
Hawker Siddeley Canada Ltd., Orenda Div., Toronto	Machinists (AFL-CIO/CLC)	Oct.	59

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Motor Wheel Corp. of Canada Ltd., Chatham	Auto Workers (CLC)	Oct.	593
ELECTRICAL PRODUCTS			
Amalgamated Electric Corp. Ltd. (Markham), Markham	Electrical Workers (IBEW) (AFL-CIO/CLC)	Sept.	523
Burndy Canada Ltd., Scarborough	Machinists (AFL-CIO/CLC)	Oct.	619
Canadian Chromalox Co. Ltd., Toronto	Auto Workers (CLC)	Aug.	455
Crouse - Hinds Canada Ltd. and Taylor Die and Tool Manufacturing Ltd., London	Electrical Workers (IBEW) (AFL-CIO/CLC)	Dec.	723
Edwards Owen Sound Operations, General Signal of Canada Ltd., Owen Sound	Steelworkers (AFL-CIO/CLC)	Dec.	722
George W. Endress Ltd., Brantford	Clothing and Textile Workers Union (AFL-CIO/CLC)	Nov.	656
Ferranti-Packard Ltd. (St. Catharines Div.), St. Catharines	Steelworkers (AFL-CIO/CLC)	Sept.	522
Franklin Manufacturing Co. (Canada) Ltd., Cambridge	Machinists (AFL-CIO/CLC)	Oct.	594
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I-T-E Industries Ltd., Power Equipment Group, Mississauga	Electrical Workers (IBEW) (AFL-CIO/CLC)	Dec.	723
Industrial Wire and Cable Co., Toronto	Steelworkers (AFL-CIO/CLC)	Oct.	596
RCA Ltd., Prescott	Electrical Workers (IUE) (AFL-CIO/CLC)	Oct.	596
Rotor Electric Co. Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	July	388
NON-METALLIC MINERAL PRODUCTS			
Canada Building Materials Ltd. and 19 other companies in the Toronto, Hamilton and London areas	Teamsters (Ind.) (ready-mix concrete employees)	July	390
Certified Automotive Products (Central) Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	Nov.	657
Dontar Construction Materials Ltd. (Gypsum Products Division), Caledonia	Steelworkers (AFL-CIO/CLC)	July	389
Exolon Co. of Canada Ltd., Thorold	International Chemical Workers (AFL-CIO/CLC)	Sept.	524
St. Lawrence Cement Co. (Mississauga Plant, Ogden Point Quarry and Cement Distributing Depots), Mississauga	Cement Workers (AFL-CIO/CLC)	Oct.	620

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Texaco Canada Ltd. (Refining Dept.), Port Credit	Oil, Chemical and Atomic Workers (AFL-CIO/CLC)	Sept.	5
CHEMICAL AND CHEMICAL PRODUCTS			
Eddy Match Co. Ltd. (Eddy Match and Eddy Industrial Products Divisions), Pembroke	Carpenters (AFL-CIO/CLC)	Aug.	4
MISCELLANEOUS MANUFACTURING			
Computing Devices Co., Ottawa	Employees' Assn., Computing Devices Co. (Ind.) (plant, clerical and technical employees)	Sept.	5
Cooper of Canada Ltd., Toronto	Potters (AFL-CIO/CLC)	July	3
General Time of Canada Ltd., Peterborough	Electrical Workers (IUE) (AFL- CIO/CLC)	July	3
Monsanto Canada Ltd., Woodbridge	Clothing and Textile Workers Union (AFL-CIO/CLC)	July	3
RCA Limited, Smith Falls	Electrical Workers (IUE) (AFL- CIO/CLC)	July	3
Rockwell International of Canada Ltd. (Plastics Div.), Gananoque	Steelworkers (AFL-CIO/CLC)	Nov.	6
Tonka Corporation Canada Ltd., Mississauga	Molders (AFL-CIO/CLC)	Dec.	7
FORESTRY			
Abitibi Paper Company Ltd., Thunder Bay, Sault Ste. Marie and Iroquois Falls	Carpenters (AFL-CIO/CLC) (woods employees)	Dec.	7
American Can of Canada Ltd., Woodlands Division, Marathon	Carpenters (AFL-CIO/CLC)	Nov.	6
Great Lakes Paper Co. Ltd., Thunder Bay	Carpenters (AFL-CIO/CLC)	Oct.	5
Kimberly-Clark of Canada Ltd., Pulp and Forest Products Div., Longlac	Carpenters (AFL-CIO/CLC)	Oct.	5
Ontario-Minnesota Pulp and Paper Co. Ltd. (Woods Operations), Fort Frances and Kenora	Carpenters (AFL-CIO/CLC)	Nov.	6
Spruce Falls Power and Paper Co. Ltd. Kapuskasing	Carpenters (AFL-CIO/CLC) (woods employees)	Dec.	7
MINING			
Dome Mines Ltd., South Porcupine	Steelworkers (AFL-CIO/CLC)	July	3
Domtar Chemicals Ltd., (Sifto Salt Div. - Goderich Mine), Goderich	Canadian Chemical Workers (Ind.)	Sept.	5
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Canadian Lake Carriers Association, Great Lakes and St. Lawrence	Seafarers' International Union of Canada, Canadian Marine Officers Union and the Canadian Merchant Service Guild (AFL-CIO/CLC)	Aug.	457
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Canadian Pacific Ltd., Canada-wide	Locomotive Engineers (Ind.)	July	397
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Toronto Transit Commission	Amalgamated Transit Union (AFL-CIO/CLC)	Aug.	463
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Chrysler Canada Ltd., National Parts Depot, Mississauga	Auto Workers (CLC)	Dec.	726
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Canada Safeway Ltd., Toronto and other centres	Retail Clerks (AFL-CIO/CLC) (retail food employees, full and part-time)	Dec.	727
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Dominion Stores Ltd., Sarnia	Steelworkers (AFL-CIO/CLC)	Dec.	753

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Dominion Stores Ltd., Toronto	Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (warehousemen)	Oct.	6
Dominion Stores Ltd., Toronto and various other centres in Southern and Eastern Ontario	Retail, Wholesale and Department Store Union (AFL-CIO/CLC) (full and part-time retail food employees)	Oct.	6
Dominion Stores Ltd., Windsor and Amherstburg	Steelworkers (AFL-CIO/CLC) (full and part-time retail food employees)	Oct.	6
The Great Atlantic & Pacific Co. of Canada, Ltd., province-wide	Canadian Food and Allied Workers (AFL-CIO/CLC) (full and part-time employees)	Sept.	5
Loblaws Ltd., Ottawa, London and other centres in Southern Ontario	Retail Clerks (AFL-CIO/CLC) (retail food employees, full and part-time)	Dec.	7
Loblaws Ltd., Toronto and other centres	Union of Canadian Retail Employees (CLC) (full and part-time employees)	Sept.	5
Loblaws Ltd., Toronto and other centres in Southern Ontario	Canadian Food and Allied Workers (AFL-CIO/CLC) (retail food employees, full and part-time)	Dec.	7
Steinberg's Ltd., (Miracle Food Mart Div.), various Southern Ontario centres	Canadian Food and Allied Workers (AFL-CIO/CLC) (retail food employees, full and part-time)	Sept.	5
Steinberg's Ltd., (Miracle Mart Div.) Toronto and other centres	Canadian Food and Allied Workers (AFL-CIO/CLC) (retail department store employees, full-time and part-time)	Nov.	6
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Waterloo County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	Sept.	545
Waterloo County Board of Education	Non-Academic Staff Assn. (Ind.)	Dec.	738
Waterloo County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	Sept.	546
Waterloo County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and L'Association des enseignants franco-ontariens (OTF)	Sept.	547
Welland County Roman Catholic Separate School Board	Ont. English Catholic Teachers' Assn. and L'Association des enseignants franco-ontariens (OTF)	Sept.	548
Wellington County Board of Education	Ont. Secondary School Teachers' Fed. (OTF)	Nov.	673
Wellington County Separate School Board	Ont. English Catholic Teachers' Assn. (OTF)	Nov.	674
York County Board of Education	Canadian Union of Public Employees (CLC)	Nov.	686
York County Board of Education	Fed. of Women Teachers' Assns. of Ont. and Ont. Public School Men Teachers' Fed. (OTF)	Oct.	611
York University, Toronto	Graduate Assistants' Association (Ind.) Unit 1 - Full-time Graduate Students, Unit 2 - Non-Students (part-time teachers, demonstrators, tutors and markers)	Aug.	466
York University, Toronto	York University Staff Assn. (Ind.)	Sept.	549
HEALTH AND WELFARE SERVICES			
Central Hospital and 27 other Ontario hospitals	Canadian Operating Engineers (CCU)	Oct.	614
Chatham Public General Hospital	Service Employees (AFL-CIO/CLC)	Nov.	687
Durham Regional Municipality (Homes for the Aged)	Canadian Union of Public Employees (CLC)	Nov.	677
Leisure World Nursing Homes Limited, Toronto	Service Employees (AFL-CIO/CLC)	Nov.	682
London City Corporation (Dr. John Dearness Home for Elder Citizens)	Service Employees (AFL-CIO/CLC)	Aug.	483

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HEALTH AND WELFARE SERVICES

Metropolitan General Hospital, Windsor	Service Employees (AFL-CIO/CLC)	Sept.	550
Oshawa General Hospital	Canadian Union of Public Employees (CLC)	Aug.	467
Ottawa Civic Hospital	Canadian Union of Public Employees (CLC) (medical technologists and technicians)	Aug.	484
Ottawa Civic Hospital and 58 other Ontario Hospitals	Canadian Union of Public Employees (CLC)	Aug.	469
Peel Memorial Hospital, Brampton	Service Employees (AFL-CIO/CLC)	July	402
St. Joseph Religious Hospitallers of Hotel Dieu, Windsor	Service Employees (AFL-CIO/CLC)	Aug.	472
St. Vincent Hospital	International Operating Engineers (AFL-CIO/CLC) (non- medical employees)	July	403
Salvation Army Grace Hospital, Windsor	Service Employees (AFL-CIO/CLC)	Sept.	551
Sunnybrook Hospital and 42 other hospitals located throughout Ontario	Service Employees (AFL-CIO/CLC)	July	404
Victoria Hospital and 13 other hospitals, London and area	Service Employees (AFL-CIO/CLC)	Sept.	551
Windsor Western Hospital Centre Inc. (IODE Unit), Windsor	Service Employees (AFL-CIO/CLC)	Aug.	473

SERVICES TO BUSINESS MANAGEMENT

Tele-Direct Ltd., Quebec and Ontario	Canadian Telephone Employees Assn. (Ind.) (clerical and associated employees)	Nov.	678
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PERSONAL SERVICES

Atlific Restaurants (Toronto-Dominion Centre), Toronto	Hotel Employees (AFL-CIO/CLC)	July	407
Canadian Pacific Hotels Ltd. (Royal York Hotel), Toronto	Hotel Employees (AFL-CIO/CLC)	Aug.	474
Prince Hotel, Toronto	Hotel Employees (AFL-CIO/CLC)	Sept.	564

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board)	Council of Graphic Arts Unions (5 AFL-CIO/CLC unions) (printing operations group, non-supervisory employees)	Nov.	679
Government of Canada (Treasury Board)	Economists, Sociologists, and Statisticians Assn. (Ind.) (economics, sociology and statistics group)	Dec.	738

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FEDERAL ADMINISTRATION (Cont'd)			
Government of Canada (Treasury Board)	Professional Institute of the Public Service of Canada (Ind.) (defence scientific support group)	Sept.	554
Government of Canada (Treasury Board)	PIPS (Ind.) (meteorology group)	Nov.	680
Government of Canada (Treasury Board)	PIPS (Ind.) (veterinary science group)	Nov.	680
Government of Canada (Treasury Board)	Public Service Alliance of Canada (CLC) (general services group, supervisory and non-supervisory)	July	408
Government of Canada (Treasury Board)	PSAC (CLC) (heating, power and stationary plant operation group, supervisory and non-supervisory employees)	Oct.	615
Government of Canada (Treasury Board)	PSAC (CLC) (information services group)	July	409
Government of Canada (Treasury Board)	PSAC (CLC) (office equipment operations group)	Aug.	475
Government of Canada (Treasury Board)	PSAC (CLC) (purchasing and supply group)	Aug.	476
National Research Council of Canada	PIPS (Ind.) (professional and scientific category) (research officers and research council officers)	Sept.	555
PROVINCIAL ADMINISTRATION			
Ontario Government	Ont. Public Service Employees Union (Ind.) (administrative services category)	Nov.	681
Ontario Government	OPSEU (Ind.) (clerical services category)	July	409
Ontario Government	OPSEU (Ind.) (clerical services category)	Dec.	739
Ontario Government	OPSEU (Ind.) (general operational services category)	July	410
Ontario Government	OPSEU (Ind.) (general operational services category)	Dec.	739
Ontario Government	OPSEU (Ind.) (institutional care and correctional services category)	Dec.	740
Ontario Government	OPSEU (Ind.) (maintenance services category)	July	411
Ontario Government	OPSEU (Ind.) (maintenance services category)	Dec.	740
Ontario Government	OPSEU (Ind.) (office services category)	July	411
Ontario Government	OPSEU (Ind.) (office services category)	Dec.	740

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PROVINCIAL ADMINISTRATION (Cont'd)			
Ontario Government	OPSEU (Ind.) (scientific and professional services category)	Nov.	68
Ontario Government	OPSEU (Ind.) (technical services category)	Dec.	74
The Workmen's Compensation Board	Canadian Union of Public Employees (CLC)	July	41
LOCAL ADMINISTRATION			
Durham Regional Board of Commissioners of Police	Durham Regional Police Assn. (Ind.)	Dec.	75
Durham Regional Municipality	Canadian Union of Public Employees (CLC)	Sept.	55
Etobicoke Borough Corp.	Fire Fighters (AFL-CIO/CLC)	Nov.	68
Halton Regional Board of Commissioners of Police	Halton Regional Police Assn. (Ind.)	Sept.	56
Hamilton City Corp.	Fire Fighters (AFL-CIO/CLC)	Dec.	75
Hamilton-Wentworth Regional Board of Commissioners of Police	Hamilton-Wentworth Police Association (Ind.)	Aug.	47
Kitchener City Corp. (Public Works and Parks and Recreation)	Canadian Union of Public Employees (CLC)	Aug.	48
London City Corp.	Canadian Union of Public Employees (CLC) (office and clerical employees)	July	41
London City Corp.	Canadian Union of Public Employees (CLC) (outside employees)	Aug.	47
London City Corp.	London Fire Fighters' Assn. (AFL-CIO/CLC)	Sept.	55
Metropolitan Board of Commissioners of Police, Toronto	Metropolitan Toronto Police Assn. (Ind.) (uniformed employees)	Sept.	55
Mississauga City Corp.	Mississauga City Fire Fighters' Association (AFL-CIO/CLC)	Sept.	58
Niagara Regional Board of Commissioners of Police	Niagara Region Police Assn. (Ind.)	Dec.	75
Oshawa City Corp.	Canadian Union of Public Employees (CLC)	Dec.	74
Ottawa City Corp.	Fire Fighters (AFL-CIO/CLC)	July	41
Ottawa City Corp.	Ottawa Police Assn. (Ind.)	Oct.	61
Ottawa City and Regional Municipality of Ottawa-Carleton	Canadian Union of Public Employees (CLC) (civic employees)	Sept.	55
Peel Regional Board of Commissioners of Police	Peel Regional Police Assn. (Ind.) (uniformed officers and cadets)	Oct.	61
St. Catharines City Corp.	Canadian Union of Public Employees (CLC)	July	41

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LOCAL ADMINISTRATION			
Thunder Bay City Corp. (Grandview Lodge and Dawson Court, Homes for the Aged)	Service Employees (AFL-CIO/CLC)	July	416
Toronto City	Fire Fighters (AFL-CIO/CLC)	July	417
Waterloo Regional Board of Commissioners of Police	Waterloo Regional Police Association (Ind.)	Aug.	478
Windsor City Board of Commissioners of Police	Windsor Police Association (Ind.)	July	417
Windsor City Corp. (Fire Dept.)	Fire Fighters (AFL-CIO/CLC)	Nov.	684
York Regional Municipality (Office, Clerical, Technical, Engineering, Maintenance, and Land Division)	Canadian Union of Public Employees (CLC)	Dec.	746
York Regional Board of Commissioners of Police	Regional Municipality of York Police Assn. (Ind.)	Dec.	743
CONSTRUCTION			
Concrete and Drain Contractors Association (Residential), Toronto Area	Labourers (AFL-CIO/CLC)	July	418
London and District Road, Sewer and Watermain Contractors	Labourers (AFL-CIO/CLC)	Dec.	747
Masonry Contractors Association of Toronto	Bricklayers, Masons Independent Union (Ind.) (brick-layer assistants)	Nov.	684
Masonry Contractors Association of Toronto	Bricklayers, Masons Independent Union (Ind.) (journeymen bricklayers)	Nov.	684
Metropolitan Toronto House Wreckers Association	Labourers (AFL-CIO/CLC)	Aug.	479
Metropolitan Toronto Road Builders' Association	International Operating Engineers (AFL-CIO/CLC)	Aug.	480
Metropolitan Toronto Sewer and Watermain Contractors Association	International Operating Engineers (AFL-CIO/CLC)	July	422
National Capital Road Builders' Association	International Operating Engineers (AFL-CIO/CLC), Labourers (AFL-CIO/CLC) and Teamsters (Ind.)	Aug.	487
Oshawa Area Signatory Contractors	Teamsters (Ind.), Labourers (AFL-CIO/CLC)	Aug.	478
Ottawa Glass Companies	Painters (AFL-CIO/CLC)	Dec.	743
Pipe Line Contractors Association of Canada	International Operating Engineers (AFL-CIO/CLC)	Dec.	742
Toronto Form Works Association	International Operating Engineers (AFL-CIO/CLC)	July	422
The Utility Contractors Association of Ontario	Labourers (AFL-CIO/CLC)	Dec.	744

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